

FINANCE & PERSONNEL COMMITTEE

Committee Members: Rob Jackson (Chair), Mark Byrd (Vice-Chair), Michael Gainey, Jerry Simmons, Joy Warner, Burt Jenkins **Staff:** Que Tucker, Karen DeHart, Tavares Toomer

AGENDA ITEM	RECOMMENDATION	SUPPORTING INFORMATION
1. 2021-2022 Budget Attachment FP 1	Review of 2021-2022 budget versus actual revenues and expenses through 03/31/2022.	***Discussion Only***
2. Corporate Partner Updates Attachment FP 2	Update regarding NCHSAA generated/maintained partners and partnership sales by Teall Properties Group (TPG), new partnership sales arm.	***Discussion Only***
3. Student Services Update Attachment FP 3	Review of Student Services programming and costs for 2021-22	***Discussion Only***
4. 2021-2022 Sports Comparison Report Attachment FP 4	Review of 2021-2022 financial report relative to sports comparisons from previous year(s).	***Discussion Only***
5. CIC/AIC Reimbursements Attachment FP 5	Review of fines collected from coaches' failure to take required courses through NFHS Learn. Coaches who have completed AIC, CIC or both will be eligible to receive partial reimbursement for courses accepted for accreditation. Report will be run 5/1/21 – 4/30/22. Per MOU, fines can no longer be assessed and therefore, to continue this effort, funding would need to be derived from elsewhere. Note: <i>Per NFHS, these certificates have</i>	***Discussion Only***

AGENDA ITEM	RECOMMENDATION	SUPPORTING INFORMATION
	<i>transitioned into Coach levels 1, 2 & 3 starting in 2022.</i>	
6. Education-based Grant Program Attachment FP 6	Update regarding 2020-21 grants and 2021-2022 NCHSAA Grant requests including applications, awards and projects funded.	***Discussion Only***
7. Sinclair Contract	Review of partnership and proposed contract. (report by James Alverson)	***Discussion Only***
8. Formation of an NCHSAA Foundation Attachment FP 7	Discussion relative to forming a Foundation for NCHSAA endowment funds to ensure these funds continue to be used as intended to benefit membership and students.	***Discussion Only***
9. Investment & Funds Summary Attachment FP 8	Review of investment accounts based on quarterly statements ending 3/31/2022.	***Discussion Only***
10. Investment Policy Statement Attachment FP 9	Recommendation: Approve slight revisions to the existing Investment Policy Statement.	***Discussion Only***

11. Personnel-related
Updates

Updates:

- Chiquana Dancy, Senior Director of Sports, Championships and Student Programs, resigned effective 12/31/2021 to run her newly established consulting company. Chiquana is currently serving in a consulting capacity relative to specific student service programs for the term of 1/1/2022-6/30/22.
- Kayla Dempsey, Director of Marketing & Development, resigned effective 2/28/2022 to take a position with Home Campus working remotely which allows her to stay home with her baby.
- Logan Carter, former Director of Technology & Information, resigned effective 4/6/2022.
- Hired Rhonda Dreibelbis as Director of Sports & Championships; she began employment 4/7/2022.
- Hired Evan Sauer as Director of Development and Marketing; he began employment 4/11/2022
- Hired Cecil Mock as Assistant Commissioner-Officiating; he began employment 4/11/2022.
- Four positions remain unfilled: Assistant Director of Business & Finance; Assistant Director of Marketing, Development & Special programs; Assistant to Sports; Director of Technology & Information.

*****Discussion Only*****

AGENDA ITEM

12. Reimbursement
for Athletic
Administrator's
Certification
Attachment FP 10

RECOMMENDATION	SUPPORTING INFORMATION
<ul style="list-style-type: none">- Debi Reynolds replaced Cathy Allen as outside contracted human resources consultant, effective 2/1/2022.- Insurance bids underway through Marsh & McLennan for Association employee and organization's insurance for 2022-2023 year.	
Recommendation from the North Carolina Athletic Directors Association: Reimburse athletic directors who achieve national certification.	<p>Rationale: To ensure all schools have highly qualified athletic administrators.</p> <p>Budget Impact: No direct impact to the schools/athletic department's finances.</p> <p><i>NOTE: This would financially impact the NCHSAA as an organization. The amount of impact is not known as it would depend on the number of athletic directors completing national CAA and CMAA certifications in a given year.</i></p> <p>Educational Impact: No loss of school time or student time.</p> <p><i>NOTE: The educational impact would be beneficial to the athletic directors achieving national certification and their positive impact on the students they serve.</i></p> <p>Equity Impact: There is no impact on gender.</p> <p>Effective Date: 7/1/2022</p>

AGENDA ITEM	RECOMMENDATION	SUPPORTING INFORMATION
13. Year-end Distributions to member schools Attachment FP 11	<p>Recommendation: The Endowment Advisory Committee recommends that the Board consider a 7% distribution from the General Endowment Fund and 5% distribution from Education/Health & Safety Fund. Committee recognizes that Board has authority to overturn their recommendation.</p> <p>NOTE: <i>Per Spending Policy, typical distributions from endowments is between 3-5% annually.</i></p>	<p>Rationale: Schools are hurting financially, endowment fund is healthy and experienced outstanding returns.</p> <p>Budget Impact: Distributing a percentage higher than spending policy consistently over time decreases the amount of funds available for distribution and schools will receive less year-end funding over time.</p> <p>Educational Impact: NA</p> <p>Equity Impact: There is no impact on gender.</p> <p>Effective Date: 4/27/2022</p>
14. NCHSAA Fees charged to schools in 2022-2023	<p>Recommendation: Determine fees that NCHSAA will charge to member schools in the 2022-2023 school year.</p> <ul style="list-style-type: none"> - Membership Dues (\$1.00/pupil) - School administrative fee (\$100) - Cheerleading registration fee (\$25pp) 	<p>Rationale: Per the Memorandum of Understanding with the State Board of Education, the NCHSAA must determine any fees charged to member schools for the coming school year.</p> <p>Budget Impact: Fees are a portion of annual operating budget.</p> <p>Educational Impact: NA</p> <p>Equity Impact: NA</p> <p>Effective Date: 7/1/2022</p>

AGENDA ITEM**15. Playoff Finance –
Percentages by round
Attachment FP 12**

RECOMMENDATION	SUPPORTING INFORMATION
<p>Recommendation: Determine the ticket revenue share retained by the NCHSAA/retained by participating schools for each round of bracketed sports and in regional and state championship events for individual sports.</p> <p><i>NOTE: Definitions:</i></p> <ol style="list-style-type: none">1. <u>Net Proceeds</u> “The proceeds remaining after the participating and hosting schools and the NCHSAA have been reimbursed for reasonable costs of hosting and/or participating in the event”.2. <u>Playoff and State Championship Games</u> “Any playoff contest in a bracketed team sport and any regional and state event in an individual sport”.	<p>Rationale: Per the Memorandum of Understanding with the State Board of Education, the NCHSAA must annually establish the percentage of net proceeds from playoff and state championship games, by sport, that it will retain.</p> <p>Budget Impact: Any change in percentage of retained ticket revenue share will affect the annual operating budget.</p> <p>Educational Impact: NA</p> <p>Equity Impact: Some sports may be more adversely affected than others due to typical attendance which directly affects overall ticket revenue and thus, impacts the ticket revenue shares for both NCHSAA and participating schools.</p> <p>Effective Date: 7/1/2022</p>

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION

FP 1

OPERATING TOTALS AS OF MARCH 2022

				REVENUES		Budget 2021-2022
PLAYOFFS				March Actual	YTD Actual	
	FOOTBALL	4010	\$ 6,417.00	\$ 506,875.00	\$ 447,000.00	
	VOLLEYBALL	4012	\$ 100.00	\$ 58,097.85	\$ 30,000.00	
	CROSS COUNTRY	4014		\$ 40,310.00	\$ 28,000.00	
	BASKETBALL	4016	\$ 436,467.00	\$ 436,467.00	\$ 300,000.00	
	WRESTLING	4018	\$ 70,516.00	\$ 75,114.00	\$ 100,000.00	
	SOCCER	4020	\$ 347.00	\$ 71,702.00	\$ 80,000.00	
	SWIMMING	4022		\$ 39,389.00	\$ 33,000.00	
	INDOOR TRACK	4023		\$ 28,860.00	\$ 28,000.00	
	TRACK	4024		\$ -	\$ 62,000.00	
	LACROSSE	4025		\$ -	\$ 26,000.00	
	BASEBALL	4026		\$ -	\$ 75,000.00	
	SOFTBALL	4027		\$ -	\$ 47,000.00	
	CHEERLEADING	4029		\$ 46,999.00	\$ 105,000.00	
TOTAL PLAYOFF REVENUE				\$ 513,847.00	\$ 1,303,813.85	\$ 1,361,000.00
CORPORATE SPONSORSHIPS						
	CAROLINA PANTHERS	4171		\$ 10,000.00	\$ 10,000.00	
	CHEER SOUNDS MUSIC	4204		\$ 5,000.00	\$ 5,000.00	
	FASTMED	4115	\$ 3,750.00	\$ 3,750.00	\$ 15,000.00	
	GAMECHANGER MEDIA	4205		\$ -	\$ 12,000.00	
	GATORADE	4126	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	
	GEAREF	4193		\$ -	\$ 500.00	
	GOVERNOR'S H'WAY SAFETY PROGRAM	4101		\$ 50,000.00	\$ 50,000.00	
	GREENSBORO CVB	4190		\$ -	\$ 37,000.00	
	GRSA HOSPITALITY	4104	\$ 28,500.00	\$ 28,500.00	\$ 28,500.00	
	HUDDLE	4119		\$ -	\$ 50,000.00	
	TOWN OF KERNERSVILLE	4137		\$ -	\$ 18,500.00	
	MARKETING SPECIAL PROMOTIONS	4127		\$ 36,667.00	\$ 110,000.00	
	MAX PREPS	4195		\$ 20,000.00	\$ 40,000.00	
	MCGRIFF INSURANCE SERVICES	4202		\$ 7,500.00	\$ 7,500.00	
	MISCELLANEOUS	4198		\$ 7,199.00	\$ -	
	MORT'S	4155	\$ 1,250.00	\$ 1,250.00	\$ 5,000.00	
	MUSCO	4142		\$ 16,146.00	\$ 10,000.00	
	NC AMATEUR WRESTLING	4125		\$ -	\$ 2,500.00	
	NC CHAPTER OF US LACROSSE	4121		\$ -	\$ 1,000.00	
	NC FARM BUREAU	4174		\$ 55,000.00	\$ 55,000.00	
	NC NATIONAL GUARD	4108	\$ 5,500.00	\$ 5,500.00	\$ -	
	NC TENNIS FOUNDATION	4136		\$ -	\$ 7,500.00	
	NFHS NETWORK	4102		\$ 30,818.00	\$ 80,000.00	
	CITY OF RALEIGH	4166		\$ -	\$ 195,000.00	
	SINCLAIR	4103		\$ -	\$ 21,000.00	
	TALK IT OUT NC	4203		\$ 7,500.00	\$ 7,500.00	
	WELLS FARGO-AWARDS	4112		\$ 130,000.00	\$ 130,000.00	
	WILSON	4134		\$ -	\$ 140,000.00	
	TPG - BUSINESS	4218		\$ 2,573.00	\$ 20,000.00	
TOTAL CORPORATE SPONSORSHIPS				\$ 49,000.00	\$ 427,403.00	\$ 1,068,500.00
OTHER REVENUE						
	CHAMPIONSHIP OFFICIAL'S AWARDS	4113		\$ 11,231.00	\$ 10,000.00	
	DREIBELBIS FUND			\$ 10,000.00		
	OFFICIALS REGISTRATION	4400	\$ 15,156.00	\$ 178,780.00	\$ 400,000.00	
	MEMBERSHIP DUES	4500	\$ 7,600.00	\$ 44,300.00	\$ 42,700.00	
	HANDBOOKS/DIRECTORIES	4712		\$ 1,820.00	\$ 2,000.00	
	RULE BOOKS	4714		\$ -	\$ 6,100.00	
	PROGRAM SALES	4718		\$ -	\$ -	
	HALL OF FAME BANQUET	4750		\$ -	\$ 10,000.00	
	SALES TAX REFUND	5016		\$ 5,185.00	\$ 5,000.00	
	BROADCAST RIGHTS FEES	5023		\$ 35,500.00	\$ 14,000.00	
	DIVIDENDS-INTEREST	4910	\$ 1.00	\$ 35.00	\$ 3,500.00	

MISCELLANEOUS INCOME	5018		\$ 3,587.00	\$ 2,000.00
TOTAL OTHER REVENUE		\$ 22,757.00	\$ 290,438.00	\$ 495,300.00
TOTAL REVENUE		\$ 585,604.00	\$ 2,021,654.85	\$ 2,924,800.00

EXPENSES Budget 2021-2022

SALARIES/BENEFITS		March Actual	YTD Actual	
SALARIED WAGES	6010	\$ 70,048.00	\$ 722,928.00	\$ 1,010,230.00
HOURLY WAGES	6012	\$ 5,146.00	\$ 53,769.00	\$ 120,680.00
DISCRETIONARY WAGES	6023	\$ 400.00	\$ 19,800.00	\$ 22,000.00
INCENTIVES	6022		\$ -	\$ -
FRINGE BENEFITS-AUTO	6025		\$ 256.00	\$ 700.00
OTHER WAGES	6030	\$ 33.00	\$ 306.00	\$ 1,200.00
FICA	6032	\$ 5,621.00	\$ 59,266.00	\$ 86,515.00
RETIREMENT	6034	\$ 5,337.00	\$ 56,612.20	\$ 89,000.00
WORKERS COMPENSATION INSURANCE	6036		\$ 2,397.00	\$ 2,500.00
DENTAL INSURANCE	6037	\$ (50.00)	\$ 4,082.00	\$ 7,300.00
HEALTH & VISION INSURANCE		\$ 5,044.00	\$ 53,569.00	\$ 94,700.00
LIFE & LTD INSURANCE	6039		\$ 4,454.00	\$ 3,800.00
PAYROLL PROCESSING FEES	6045	\$ 170.00	\$ 2,072.10	\$ 2,700.00
SUTA	6047	\$ 37.00	\$ 169.00	\$ 2,240.00
POTENTIAL WAGES			\$ 780.00	\$ -
TOTAL SALARIES & BENEFITS		\$ 91,786.00	\$ 980,460.30	\$ 1,443,565.00

OFFICE SUPPLIES & EXPENSES				
OFFICE SUPPLIES	6210	\$ 1,196.00	\$ 10,596.00	\$ 30,000.00
OFFICE EXPENSES	6212	\$ 18,657.00	\$ 102,653.00	\$ 142,000.00
MISC. OFFICE EXPENSE	6214		\$ -	\$ -
CAPITAL OUTLAY			\$ -	
POSTAGE	6216	\$ 2,805.00	\$ 31,010.00	\$ 45,000.00
TOTAL OFFICE SUPPLIES & EXPENSE		\$ 22,658.00	\$ 144,259.00	\$ 217,000.00

TELEPHONE/UTILITIES				
ELECTRICITY	6310	\$ 1,160.00	\$ 6,429.00	\$ 10,000.00
GAS	6312	\$ 757.00	\$ 3,034.00	\$ 3,000.00
WATER/SEWER	6314	\$ 77.00	\$ 597.00	\$ 1,500.00
TELEPHONE	6316	\$ 2,117.00	\$ 9,391.00	\$ 15,000.00
TOTAL TELEPHONE/UTILITIES		\$ 4,111.00	\$ 19,451.00	\$ 29,500.00

BUILDING & GROUNDS				
IMPROVEMENTS	1414		\$ -	\$ 2,000.00
JANITORIAL SERVICE	6410	\$ 424.00	\$ 4,678.00	\$ 6,000.00
BUILDING/GROUNDS MAINTENANCE	6412	\$ 669.00	\$ 7,812.00	\$ 15,000.00
TOTAL BUILDING/GROUNDS		\$ 1,093.00	\$ 12,490.00	\$ 23,000.00

MEETING EXPENSE				
BOARD/ANNUAL	6510	\$ 181.00	\$ 13,934.00	\$ 48,000.00
ASSOCIATION	6512	\$ 61.00	\$ 885.00	\$ 15,000.00
REGIONAL	6514		\$ -	\$ -
SECTION III	6518		\$ 250.00	\$ -
NATIONAL	6524		\$ 478.00	\$ 25,000.00
MISC.	6526	\$ 2,695.00	\$ 4,236.00	\$ 3,000.00
SPONSORS	6527		\$ -	\$ 300.00
TOTAL MEETING EXPENSE		\$ 2,937.00	\$ 19,783.00	\$ 91,300.00

AWARDS				
AWARDS & PLAQUES	6618	\$ 4,897.00	\$ 70,826.00	\$ 135,000.00
MISC.	6614		\$ -	\$ 1,000.00
TOTAL AWARDS		\$ 4,897.00	\$ 70,826.00	\$ 136,000.00

TEAMS				
CHAMPIONSHIPS EXPENSES	6710	\$ 141,488.00	\$ 454,112.00	\$ 810,000.00

SCHOOL SHARE OF BROADCAST RIGHTS	6751		\$ 21,200.00	\$ 18,600.00
GATE RECEIPT DISTRIBUTION	6810	\$ 81,644.00	\$ 108,140.00	\$ 295,000.00
TOTAL TEAMS		\$ 223,132.00	\$ 583,452.00	\$ 1,123,600.00

PROFESSIONAL SERVICES				
RANDOLPH CLOUD	7010		\$ 30,000.00	\$ 30,000.00
LONGMIRE GROUP	7011	\$ 3,000.00	\$ 32,196.00	\$ 36,000.00
LEGAL	7110	\$ 11,750.00	\$ 53,960.00	\$ 100,000.00
ACCOUNTING/AUDITING	7112		\$ 38,400.00	\$ 40,000.00
COMPUTER CONSULTANT	7116		\$ 280.00	\$ 1,500.00
HR CONSULTANT	7117	\$ 3,960.00	\$ 7,920.00	\$ 20,000.00
TECHNOLOGY EXPENSES	7118	\$ 3,300.00	\$ 49,300.00	\$ 68,000.00
RESEARCH & DEVELOPMENT	7119		\$ -	\$ -
STRATEGIC PLAN	7120		\$ -	\$ -
PROFESSIONAL DEVELOPMENT	7818	\$ 250.00	\$ 590.00	\$ 3,000.00
DUES/SUBSCRIPTIONS	7414	\$ 382.00	\$ 8,336.00	\$ 9,000.00
TOTAL PROFESSIONAL SERVICES		\$ 22,642.00	\$ 220,982.00	\$ 307,500.00

TRAVEL				
SALARIED EMPLOYEES	6114	\$ 685.00	\$ 2,682.00	\$ 3,500.00
TOTAL TRAVEL		\$ 685.00	\$ 2,682.00	\$ 3,500.00

INSURANCE				
CATASTROPHIC	7310		\$ 225,000.00	\$ 224,000.00
OFFICIALS	7312		\$ 115,064.00	\$ 107,103.00
INSURANCE	7316		\$ 141,669.00	\$ 176,543.00
TOTAL INSURANCE		\$ -	\$ 481,733.00	\$ 507,646.00

PRINTING & PUBLICATIONS				
PROGRAMS	7410		\$ -	\$ 3,000.00
PRINTING/PUBLICATIONS	7412		\$ 9,268.00	\$ 15,000.00
RULE BOOKS	7612		\$ 78,936.10	\$ 68,000.00
TOTAL PRINTING/PUBLICATIONS		\$ -	\$ 88,204.10	\$ 86,000.00

MISCELLANEOUS				
VEHICLE EXPENSE	7210	\$ 1,219.00	\$ 3,512.00	\$ 5,000.00
NFHS NETWORK REVENUE SHARES	6752		\$ 8,000.00	\$ 8,000.00
DEPRECIATION	7525		\$ -	\$ -
ADVERTISING	7550		\$ 4,414.00	\$ 14,500.00
PROMOTIONS/PR MATERIALS	7551		\$ -	\$ 10,000.00
BRANDING/MARKETING	7575		\$ 4,681.00	\$ 20,000.00
HALL OF FAME	7700		\$ 438.00	\$ 25,000.00
MISCELLANEOUS	7810		\$ 50.00	\$ 1,000.00
BANK CHARGES	7812	\$ 1,596.00	\$ 19,163.00	\$ 16,000.00
GIFTS	7820	\$ 106.00	\$ 3,716.00	\$ 6,000.00
ENDOWMENT	7826		\$ -	\$ -
SPONSORSHIP FULFILLMENT	7827	\$ 1,302.00	\$ 3,194.00	\$ 30,000.00
INTEREST EXPENSE	7916		\$ -	\$ 2,000.00
TOTAL MISCELLANEOUS EXPENSES		\$ 4,223.00	\$ 47,168.00	\$ 137,500.00

Student Services				
SASI	6914	\$ 2,500.00	\$ 6,497.00	\$ 45,000.00
COACHES WORKSHOP	6916		\$ 247.00	\$ 50,000.00
REGIONAL TRAINERS	7012		\$ -	\$ 8,000.00
STUDENT ATHLETIC ADVISORY COMMITTEE	6919		\$ 2,641.00	\$ 7,500.00
EDUCATIONAL AWARDS	6620		\$ -	\$ 5,000.00
AWARDS	6622		\$ -	\$ 3,000.00
		\$ 2,500.00	\$ 9,385.00	\$ 118,500.00

TOTAL EXPENSES		\$ 380,664.00	\$ 2,680,875.40	\$ 4,224,611.00
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TOTAL REVENUE		\$ 585,604.00	\$ 2,021,654.85	\$ 2,924,800.00
TOTAL EXPENSES		\$ 380,664.00	\$ 2,680,875.40	\$ 4,224,611.00
NET BALANCE		\$ 204,940.00	\$ (659,220.55)	\$ (1,299,811.00)

Summary as of April 11, 2022



DRAFT FY 22/23

			FY 20/21	FY 21/22	As Of 6/11/22	FY 21/22				
			Prior Year Actuals	21/22 Budget	YTD	Budget vs YTD Variance	Q3 Forecast	Budget Variance	FY22/23 Budget	Draft Budget Variance
Sponsorship Revenue	4010	Attachment i	18,210	145,000	110,450	(34,550)	131,590	(13,410)	281,590	150,000
Out Of Property Revenue		Attachment i	-	80,000	43,410	(36,590)	43,410	(36,590)	78,410	35,000
Total Revenue			18,210	225,000	153,860	(71,140)	175,000	(50,000)	360,000	185,000
Less: Agency Commissions		Attachment i	-	-	-	-	-	-	-	-
Less: Third Party Sales Commissions		Attachment i	-	-	-	-	-	-	-	-
Less: Hospitality & Other Fulfillment Expenses		Attachment i	11	-	8,279	8,279	8,279	8,279	-	(8,279)
Less:			11	-	8,279	8,279	8,279	8,279	-	(8,279)
Net Revenue			18,200	225,000	145,581	(79,419)	166,721	(58,279)	360,000	193,279
Uncollected			-	-	41,926	41,926	-	-	-	-
Collected Net Revenue			18,200	225,000	103,655	(121,345)	166,721	(58,279)	360,000	193,279

DRAFT FY 22/23

		FY 20/21		FY 21/22		FY 22/23		FY 23/24	
		Prior Year Actuals	21/22 Budget	YTD	Budget vs YTD Variance	Forecast	Budget Variance	FY22/23 Budget	Draft Budget Variance
Signage Production (Design, Installation, Printing)	5041	-	2,000	164	(1,836)	-	(2,000)	3,500	3,500
Direct Fulfillment Expenses	5067	-	-	2,007	2,007	4,007	4,007	13,000	8,993
Tickets, Suites, Parking	5087	-	-	-	-	-	-	-	-
Equipment Rental (ex. Signage Units)	5046	-	-	-	-	-	-	-	-
Promotional Expenses/Giveaways	5055	-	-	-	-	-	-	-	-
Print Materials (ex. Posters, Schedule Cards)	5030	-	-	-	-	-	-	-	-
Game Programs	5031	-	-	-	-	-	-	-	-
Radio Talent	5026	-	-	-	-	-	-	-	-
Radio Travel	5091	-	-	-	-	-	-	-	-
Radio Distribution/Market Clearance	5077	-	-	-	-	-	-	-	-
Radio Production (ex. Phone Lines, Engineering)	5078	-	-	-	-	-	-	-	-
TV Talent	5027	-	-	-	-	-	-	-	-
TV Travel	5092	-	-	-	-	-	-	-	-
TV Distribution/Market Clearance	5081	-	-	-	-	-	-	-	-
TV Production	5079	-	-	-	-	-	-	6,000	6,000
Projected Out of Property Sales (15% commission)	6067	-	12,000	6,511	(5,489)	6,511	(5,489)	11,761	5,250
Total Fulfillment Expenses		-	14,000	8,683	(5,317)	10,518	(3,482)	34,261	23,743
Projected Overhead Allocation (10% gross revenue)	6190	1,821	22,500	14,558	(7,942)	16,672	(5,828)	36,000	19,328
Other		1,821	22,500	14,558	(7,942)	16,672	(5,828)	36,000	19,328
Salaries	6050	8,334	55,000	36,103	(18,897)	50,628	(4,372)	55,133	4,505
Commission	6066	-	11,000	-	(11,000)	5,500	(5,500)	11,027	5,527
Benefits	6150	1,277	13,200	7,221	(5,979)	11,226	(1,974)	13,232	2,006
Cell Phones	6680	42	1,260	587	(673)	1,117	(143)	1,002	(115)
Car Allowance/Mileage	7015	187	3,500	1,068	(2,432)	1,500	(2,000)	2,500	1,000
Total Salaries & Benefits		9,841	83,960	44,978	(38,982)	69,971	(13,989)	82,893	12,923
Mileage	7014	307	2,500	267	(2,233)	500	(2,000)	1,500	1,000
Hotel	7012	-	1,000	421	(579)	800	(200)	1,000	200
Meals/Entertainment	7020	15	500	395	(105)	500	-	1,000	500
Rental Cars	7013	-	500	-	(500)	-	(500)	500	500
Airfare	7011	-	500	-	(500)	-	(500)	500	500
Total Travel Expenses		322	5,000	1,084	(3,916)	1,800	(3,200)	4,500	2,700
Rent	6610	876	3,500	2,920	(580)	3,504	4	3,504	-
Computers	6745	-	-	-	-	-	-	-	-
Office Supplies	6750	-	500	19	(481)	100	(400)	500	400
Dues and Subscriptions	6700	-	-	-	-	-	-	-	-
Postage/Delivery	6760	21	500	-	(500)	50	(450)	500	450
Telephone	6670	-	-	-	-	-	-	-	-
Utilities	6630	-	-	-	-	-	-	-	-
Total Facility Expenses		897	4,500	2,939	(1,561)	3,654	(846)	4,504	850
Total Expenses		12,880	129,960	72,242	(57,718)	102,615	(27,345)	162,159	59,543
Net Revenue before Distribution		5,319	95,040	31,413	(63,627)	64,106	(30,934)	197,841	153,063

Expenses	Attachment B	FY 20/21	FY 21/22	as of 04/11/22	FY 21/22	DRAFT FY 22/23			
		Prior Year Actuals	21/22 Budget	YTD	Budget vs YTD Variance	Forecast	Budget Variance	FY22/23 Budget	Draft Budget Variance

Revenue Distribution Waterfall		FY 20/21	FY 21/22	as of 04/11/22		FY 21/22	DRAFT FY 22/23		
		Prior Year		Budget vs			Budget		
		Actuals	21/22 Budget	YTD	YTD Variance	Forecast	Variance	FY22/23 Budget	Draft Budget Variance
Guarantee	NCHSAA	-	-	-	-	-	-	-	-
TPG retain Gross Revenue equal to actual expe	TPG	12,880	129,960	72,242	(57,718)	102,615	(27,345)	162,159	59,543
TPG retain next \$ in Gross Revenue	TPG	-	-	-	-	-	-	-	-
NCHSAA split next \$ equally	NCHSAA	-	-	-	-	-	-	-	-
TPG split next \$ equally	TPG	-	-	-	-	-	-	-	-
NCHSAA Rev Share %	NCHSAA	2,660	47,520	15,707	(31,813)	32,053	(15,467)	98,921	66,868
TPG Rev Share %	TPG	2,660	47,520	15,707	(31,813)	32,053	(15,467)	98,921	66,868
Total due to NCHSAA		2,660	47,520	15,707	(31,813)	32,053	(15,467)	98,921	66,868
Net due to TPG		2,660	47,520	15,707	(31,813)	32,053	(15,467)	98,921	66,868
Total Distributions		5,319	95,040	31,413	26,597	64,106	(30,934)	197,841	133,735

Attachment C

Consideration of Barter Commission Earned by TPG
 1,273

Payments

Due Date	Type	Details		Total Due	Amount Paid	Date Paid	Check No
7/31/2021							
		Barter Commission		(1,273)			
		Sponsorships paid directly to NCHSAA		-			
		NCHSAA Revenue Share		15,707			
		2020-21 payment due		87			
Total				14,521	-		
Remaining Due				14,521			

*C.M. Dancy Consulting, LLC**dancycm@gmail.com | 919-949-2237***Summary of Work – NCHSAA**January

Student Athlete Advisory Council (SAAC)

- Planned and conducted virtual meeting (agenda, activities, Zoom)
- Email and text correspondences with SAAC members throughout month
- Completed and shared meeting notes
- Worked with Carolyn Shannonhouse on opportunity that could potentially involve a SAAC member (phone calls and emails)
 - Discussed opportunity with SAAC members and sent one SAAC member's contact information to Mrs. Shannonhouse after confirming with student that she was interested in being considered for project
- Began coordinating SAAC participation at State Championships with appropriate staff member(s)
- Updated SAAC application and posted website; also sent blurb about application for Tuesday memo

Student Athlete Summer Institute (SASI)

- Working to finalize closing Mountain SASI
- Scheduled meetings with other SASI Regional Directors (meetings will be in February)

Other Work

- Attended NFHS Student Services Committee Meeting (Jan. 23 – 25)
- Met with Special Olympics representatives regarding Unified Track Manager position
 - Communicated follow notes with Commissioner Tucker
- Email Correspondences

February

Student Athlete Advisory Council (SAAC)

- Email and text correspondences with SAAC members throughout month
- Finalized SAAC participation at Indoor Track and Swimming State Championship events and began coordinating participation at Basketball Championships
- Began receiving and organizing new member applications
- Shared information about NFHS NSLS
- Sent a reminder blurb about application for new members for Tuesday memo

Student Athlete Summer Institute (SASI)

- Meetings with Piedmont and Southeastern SASI Directors
- Worked to close account for Piedmont SASI
- Assisting SE SASI Directors with sharing registration information and updated webpage to include new dates
- Tried scheduling a meeting with Central SASI Director
- Checked in with Mountain SASI Director about correspondences to close account

Student Leadership Conference (SLC)

C.M. Dancy Consulting, LLC

dancycm@gmail.com / 919-949-2237

- Confirmed host venue – Doubletree Hotel RDU/RTP
- Secured speakers and facilitators (calls/texts/emails)
 - Worked with Carolyn Shannonhouse to get keynote speaker (Debbie Antonelli)
 - Contacted former SAAC members to sit on panel
- Sent “save the date” information for Tuesday memo

Other Work

- Met with Commissioner Tucker to provide update on programs and get direction on certain situations
- Coordinated connection with SONC and NCHSAA regarding Unified Track Manager salary
- Email Correspondences

March

Student Athlete Advisory Council (SAAC)

- Email and text correspondences with SAAC members throughout month
- Finalized SAAC participation at Basketball State Championships including making hotel reservation
- Held hybrid in-person and virtual meeting on March 13th (pre-meeting preparations)
- Composed and shared meeting notes
- Continued receiving and organizing new member applications
- Confirmed SAAC participation at NFHS NSLS and shared more registration information

Student Athlete Summer Institute (SASI)

- Communication with Central SASI Director regarding closing the account
- Communication with Mountain SASI Director regarding funds and letters to schools
- Call with a school representative regarding SASI check and other programs

Student Leadership Conference (SLC)

- Finalized all speakers and facilitators
- Worked with SAAC to finalize other needs for conference
 - Inventory of materials
 - Decided on giveaway items
 - Shared registration information and encouraged them to get schools signed up
- Sent registration and additional conference information to NCHSAA to post and share with membership
- Worked with Action Advertising to order conference merchandise
- Worked with host venue on potential changes to conference plans

Other Work

- Call with Commissioner Tucker to provide update on programs and discuss SLC (re: number of registrants)
- Email Correspondences

Student Leadership Conference Wrap-up: dancycm@gmail.com | 919-949-2237

Participants: 12 schools, 48 students, and 12 adults

Clover Garden School
Durham School of the Arts
Eastern Guilford HS
Orange HS
Research Triangle HS
Riverside HS
South Iredell HS
Vance Charter School
Voyager Academy
Watauga HS
West Brunswick HS
Woods Charter School

Hosted by the 2021-22 Student Athlete Advisory Council

- Mark Dreibelbis, Associate Commissioner offered NCHSAA welcome and words of wisdom to participants
- Speakers
 - Mrs. Deb Hult - Co-founder of Core Trainings
 - Mr. Omari Pearson - Founder and President of Passion to Purpose, Inc.
 - Mrs. Debbie Antonelli - ESPN College Basketball Analyst/Broadcaster
 - College Student Panelists:
 - Sydney Harris, Student at Fayetteville State University and former NCHSAA SAAC Member
 - David Olds, Student at University of South Carolina and former NCHSAA SAAC Member
 - Darius York, 2nd year law student at NC Central University

Sports Comparison Report

FP 4

	2021/2022	2020/2021	2019/2020	2018/2019
<u>VOLLEYBALL</u> -Playoffs & Championships				
Gross Revenue - Endowment Surcharge	\$ 268,428.00	\$ 20,015.00	\$ 202,971.00	\$ 193,752.00
\$1 Endowment Surcharge		\$ -	\$ 32,439.00	\$ 30,540.00
State Champion State Champion Team Travel Expenses	\$ 3,114.00	\$ 3,153.00	\$ 3,061.50	\$ 3,097.50
Expenses paid by host school playoffs	\$ 53,395.70	\$ 26,919.20	\$ 32,955.60	\$ 33,899.02
NCHSAA State Championship Expenses	\$ 22,545.68	\$ 11,295.84	\$ 17,685.04	\$ 18,097.86
Corporate Sponsorship Monies	\$ 25,659.68	\$ 14,448.84	\$ 20,746.54	\$ 21,195.36
Schools' Shares	\$ 170,087.15	\$ (6,904.20)	\$ 141,110.20	\$ 127,142.23
NCHSAA Net	\$ 44,945.15	\$ -	\$ 28,905.20	\$ 32,710.75
<u>CROSS COUNTRY</u> -STATE				
Gross Revenue - Endowment Surcharge	\$ 40,310.00	\$ 22,810.00	\$ 29,271.00	\$ 29,493.00
\$1 Endowment Surcharge			\$ 4,291.00	\$ 3,942.00
State Champion Team Travel Expenses	\$ 11,726.35	\$ 10,289.10	\$ 16,509.40	\$ 16,334.70
NCHSAA State Championship Expenses	\$ 45,365.35	\$ 36,022.06	\$ 37,175.86	\$ 38,306.79
Corporate Sponsorship Monies	\$ 26,257.20	\$ 25,757.20	\$ 24,599.88	\$ 27,292.40
NCHSAA Net	\$ 9,475.50	\$ 2,256.04	\$ 185.62	\$ 2,143.91
<u>CHEERLEADING</u>				
Gate & Program Sales	\$ 42,660.00	\$ 9,225.00	\$ 39,282.00	\$ 38,840.00
Registration Fees,Program Ads,Vendor Booths,Pics	\$ 58,269.00		\$ 67,413.00	\$ 65,787.00
NCHSAA State Championship Expenses	\$ 79,998.52	\$ 9,328.53	\$ 89,673.92	\$ 90,851.47
Corporate Sponsorship Monies	\$ 33,756.00	\$ 2,457.10	\$ 46,535.20	\$ 56,860.84
NCHSAA Net	\$ 54,686.48	\$ 2,353.57	\$ 63,556.28	\$ 70,636.37
<u>MEN'S SOCCER</u> -Playoffs & Championships				
Gross Revenue - Endowment Surcharge	\$ 350,987.35	\$ 140,129.00	\$ 256,954.00	\$ 257,161.00
\$1 Endowment Surcharge		\$ -	\$ 40,640.00	\$ 40,573.00
State Champion Team Travel Expenses	\$ 4,116.50	\$ 4,248.00	\$ 3,450.50	\$ 4,148.50
Expenses paid by host school playoffs	\$ 52,331.41	\$ 29,783.80	\$ 33,331.30	\$ 30,530.40
NCHSAA State Championship Expenses	\$ 23,386.17	\$ 22,092.77	\$ 27,594.07	\$ 18,204.20
Corporate Sponsorship Monies	\$ 27,502.67	\$ 26,340.77	\$ 31,044.57	\$ 22,352.70
Schools' Shares	\$ 242,946.24	\$ 110,345.20	\$ 180,652.80	\$ 182,568.35
NCHSAA Net	\$ 55,709.70	\$ -	\$ 42,969.90	\$ 44,062.25
<u>FOOTBALL</u> -Playoffs & Championships				
Gross Revenue - Endowment Surcharge	\$ 2,112,314.49	\$ 1,132,459.00	\$ 1,723,890.00	\$ 1,556,020.00
\$1 Endowment Surcharge		\$ -	\$ 210,068.00	\$ 194,771.00
State Champion Team Travel Expenses	\$ 9,249.00	\$ 17,619.00	\$ 17,292.00	\$ 21,312.00
Expenses paid by host school playoffs	\$ 309,680.99	\$ 133,108.71	\$ 284,267.50	\$ 276,005.22
NCHSAA State Championship Expenses	\$ 92,255.66	\$ 158,845.83	\$ 105,540.62	\$ 123,986.12
Corporate Sponsorship Monies	\$ 101,504.66	\$ 176,464.83	\$ 122,832.62	\$ 145,298.12
Schools' Shares	\$ 1,371,494.58	\$ 807,554.29	\$ 999,689.20	\$ 916,442.13
NCHSAA Net	\$ 431,138.92	\$ 191,796.00	\$ 439,933.30	\$ 363,572.65
<u>SWIMMING</u> -REGIONAL & STATE				
Gross Revenue - Endowment Surcharge	\$ 45,503.00	\$ -	\$ 49,171.20	\$ 50,745.10
\$1 Endowment Surcharge		\$ -	\$ 8,231.00	\$ 8,486.00
State Champion Team Travel Expenses	\$ 17,528.30	\$ 10,409.00	\$ 15,185.45	\$ 16,247.65
NCHSAA State Championship Expenses	\$ 97,155.15	\$ 84,215.90	\$ 88,119.94	\$ 88,864.09
Corporate Sponsorship Monies	\$ 57,047.84	\$ 33,897.33	\$ 58,997.83	\$ 61,303.00
NCHSAA Net	\$ (12,132.61)	\$ (60,727.57)	\$ 4,863.64	\$ 6,936.36
<u>WRESTLING</u> -Regional & State				
Gross Revenue - Endowment Surcharge	\$ 237,049.35	\$ 66,516.00	\$ 203,131.00	\$ 197,810.00

\$1 Endowment Surcharge		\$ -	\$ 21,260.00	\$ 22,126.00
Team Expenses	\$ 59,252.88	\$ 30,008.31	\$ 55,116.10	\$ 51,614.10
Team Travel	\$ 10,726.50	\$ 10,234.32	\$ 10,344.50	\$ 10,116.30
NCHSAA State Championship Expenses	\$ 118,336.05	\$ 56,391.69	\$ 94,585.84	\$ 95,648.11
Corporate Sponsorship Monies	\$ 34,060.42	\$ 7,196.80	\$ 43,114.01	\$ 45,667.13
Schools' Shares	\$ 40,137.92	\$ 4,028.85	\$ 23,307.88	\$ 25,762.65
NCHSAA Net	\$ 42,656.42	\$ (26,950.37)	\$ 62,890.69	\$ 60,335.97
INDOOR TRACK -Regional & State				
Gross Revenue - Endowment Surcharge	\$ 28,860.00		\$ 27,650.00	\$ 29,032.00
\$1 Endowment Surcharge			\$ 2,960.00	\$ 2,989.00
State Champion Team Travel Expenses	\$ 13,060.10		\$ 19,054.25	\$ 18,238.80
NCHSAA State Championship Expenses	\$ 40,704.99		\$ 40,216.88	\$ 35,520.00
Corporate Sponsorship Monies	\$ 19,056.56		\$ 19,384.38	\$ 13,426.82
NCHSAA Net	\$ (5,848.53)	\$ -	\$ (12,236.75)	\$ (11,299.98)
BASKETBALL -Playoffs & Championships				
Gross Revenue - Endowment Surcharge	\$ 1,171,580.20	\$ 103,709.00	\$ 809,514.00	\$ 1,014,744.88
\$1 Endowment Surcharge			\$ 118,746.00	\$ 132,673.00
State Champion Team Travel Expenses	\$ 14,617.32	\$ 5,040.00	\$ 7,033.50	\$ 13,185.00
Expenses paid by host school playoffs	\$ 185,785.42	\$ 73,841.85	\$ 166,639.41	\$ 148,623.28
NCHSAA State Championship Expenses	\$ 143,927.12	\$ 27,298.87	\$ 53,333.59	\$ 133,301.45
Corporate Sponsorship Monies	\$ 158,544.44	\$ 32,338.87	\$ 59,471.09	\$ 146,486.45
Schools' Shares	\$ 667,393.57	\$ 29,867.15	\$ 257,072.32	\$ 550,336.92
NCHSAA Net	\$ 318,401.21	\$ -	\$ 384,906.27	\$ 315,784.68
LACROSSE -Playoffs & Championships				
Gross Revenue - Endowment Surcharge		\$ 109,085.00	\$ -	\$ 116,753.00
\$1 Endowment Surcharge		\$ -	\$ -	\$ 17,877.00
State Champion Team Travel Expenses		\$ 2,947.50	\$ -	\$ 3,140.00
Expenses paid by host school playoffs		\$ 21,247.20	\$ -	\$ 15,486.80
NCHSAA State Championship Expenses		\$ 11,705.56		\$ 26,884.26
Corporate Sponsorship Monies		\$ 14,653.06		\$ 30,024.26
Schools' Shares		\$ 87,837.80	\$ -	\$ 72,512.71
NCHSAA Net	\$ -	\$ -		\$ 28,753.49
WOMEN'S SOCCER -Playoffs & Championships				
Gross Revenue - Endowment Surcharge		\$ 158,902.00	\$ -	\$ 218,725.00
\$1 Endowment Surcharge		\$ -	\$ -	\$ 34,581.00
State Champion Team Travel Expenses		\$ 2,368.50	\$ -	\$ 3,241.50
Expenses paid by host school playoffs		\$ 28,766.40	\$ -	\$ 28,813.85
NCHSAA State Championship Expenses		\$ 14,463.65		\$ 24,346.89
Corporate Sponsorship Monies		\$ 16,832.15		\$ 27,588.39
Schools' Shares		\$ 130,135.60	\$ -	\$ 152,225.85
NCHSAA Net	\$ -	\$ -		\$ 37,685.30
TRACK -Regional & State				
Gross Revenue - Endowment Surcharge		\$ 144,882.00	\$ -	\$ 103,003.00
\$1 Endowment Surcharge		\$ -	\$ -	\$ 13,264.00
State Champion Team Travel Expenses		\$ 28,904.40	\$ -	\$ 24,126.66
NCHSAA State Championship Expenses		\$ 84,267.74		\$ 82,281.41
Corporate Sponsorship Monies		\$ 6,304.68		\$ 26,327.79
Schools' Shares		\$ 19,768.71	\$ -	\$ 10,848.19
NCHSAA Net	\$ -	\$ 18,245.83		\$ 12,074.53

SOFTBALL-Playoffs & Championships

Gross Revenue - Endowment Surcharge	\$	141,464.00	\$	-	\$	230,823.00
\$1 Endowment Surcharge	\$	-	\$	-	\$	34,582.50
State Champion Team Travel Expenses	\$	5,969.50	\$	-	\$	7,641.50
Expenses paid by host school playoffs	\$	20,402.30	\$	-	\$	19,036.40
NCHSAA State Championship Expenses	\$	24,447.42			\$	44,359.73
Corporate Sponsorship Monies	\$	30,416.92			\$	52,001.23
Schools' Shares	\$	121,061.70	\$	-	\$	163,488.35
NCHSAA Net	\$	-	\$	-	\$	48,298.25

BASEBALL-Playoffs & Championships

Gross Revenue - Endowment Surcharge	\$	269,380.00	\$	-	\$	359,062.00
\$1 Endowment Surcharge	\$	-	\$	-	\$	55,610.50
State Champion Team Travel Expenses	\$	9,147.00	\$	-	\$	6,509.00
Expenses paid by host school playoffs	\$	20,924.30	\$	-	\$	22,331.40
NCHSAA State Championship Expenses	\$	24,426.56			\$	24,681.76
Corporate Sponsorship Monies	\$	33,273.56			\$	31,190.76
Schools' Shares	\$	223,574.90	\$	-	\$	268,301.00
NCHSAA Net	\$	-	\$	-	\$	68,429.60

ANNUAL TOTALS

Gross Revenue - Endowment Surcharge	\$	4,355,961.39	\$	2,318,576.00	\$	3,409,247.20	\$	4,461,750.98
\$1 Endowment Surcharge	\$	-	\$	-	\$	438,635.00	\$	592,015.00
Team Expenses	\$	115,136.15	\$	119,694.31	\$	121,517.25	\$	172,589.26
Expenses paid by host school playoffs	\$	601,193.52	\$	354,993.76	\$	517,193.81	\$	574,726.37
Team Travel	\$	28,254.80	\$	20,643.32	\$	25,529.95	\$	26,363.95
NCHSAA State Championship Expenses	\$	663,674.69	\$	564,802.42	\$	553,925.76	\$	845,334.14
Corporate Sponsorship Monies	\$	483,389.47	\$	420,382.11	\$	426,726.12	\$	707,015.25
Schools' Shares	\$	2,492,059.46	\$	1,527,270.00	\$	1,601,832.40	\$	2,469,628.38
NCHSAA Net	\$	939,032.24	\$	151,554.30	\$	1,015,974.15	\$	1,080,124.13

Made estimates on some expenses. Vendors have not all invoiced

AIC & CIC Certifications - 4/2/21 through 4/1/2022
List for Verification by NCHSAA member school

First Name	Last Name	School	Roles	AIC	CIC
Isaiah	Chekelelee	Andrews High School	Coach	X	
Gina	Pennisi	Apex High School	Coach	X	x
Gina	Pennisi	Apex High School	Coach	X	x
Christopher	Rice	Apex High, Apex	Coach	X	
		Apprentice Academy High School of North Carolina			
Richard	Kenner		Administrator, Coach	X	
LeeAnn	Jones	Ashbrook High	Coach	X	
LeeAnn	Jones	Ashbrook High	Coach	X	
Toriano	Lowery	Ashbrook High	Coach	X	
Meredith	Shields	Ashbrook High	Coach	X	x
Ky'Asia	Stanford	Ashbrook High	Coach	X	
Greg	Hayes	Ashbrook High, Gastonia	Coach	X	x
Dalton	Towery	Ashbrook High, Gastonia	Coach	X	
Sarah	Houck	Ashe County High	Coach, Student	X	
Adam	Widner	Ashe County High	Coach	X	
Kassee	Roberts	Ashe County High School	Coach	X	
Chris	Andrews	Asheboro High	Coach	X	x
Kendra	Orians	Asheville High	Coach	X	
Justin	Adams	Bandys High	Coach	X	x
Ricky	Hill	Bartlett Yancey High School	Coach	X	
Matthew	Watson	Bear Grass Charter School	Administrator, Coach	X	x
naytasha	williams	Beddingfield High	Coach	X	
Lateisha	Daniel-Baines	Beddingfield High, Wilson	Coach	X	x
Kelly	Robertson	Broughton High School	Other	X	x
Olivia	Hofheinz	C E Jordan High	Coach	X	
crystal	jones	C E Jordan High	Coach	X	
William	Parrott	C E Jordan High	Official	X	
spencer	service	C E Jordan High	Coach	X	
Cindy	Cotten	C E Jordan High, Durham	Coach	X	
Justin	Hewlings	C.E. Jordan High School	Coach	X	x
Justin	Hewlings	C.E. Jordan High School	Coach	X	x
Brendan	Murray	C.E. Jordan High School	Coach	X	
Cole	Mitchum	Cape Fear High	Coach	X	
Melonie	Mercer	Cape Fear High School	Coach, Performing Art	X	
Bryan	Pagan	Cape Fear HS	Coach	X	x
Tonya	Holmes	Cardinal Gibbons High School	Administrator, Coach	X	
Tonya	Holmes	Cardinal Gibbons High School	Administrator, Coach	X	
John	Gray	CE Jordan High School	Coach	X	
Eric	Lipp	CE Jordan High School	Coach, Parent	X	x
Erik	Hofheinz	ce jordan hs	Coach	X	
Carl	Weaver	Central Davidson High School	Coach	X	
David	Gilner	Chapel Hill High	Coach	X	
Kathryn	Reilly	Charles E Jordan High School	Coach	X	
Dechavis	McManus	Charles E. jordan	Coach	X	
Maryam	McDaniels	Charles E. Jordan High School	Coach	X	
Robert	Mohney	Charles E. Jordan High School	Coach	X	
Benton	Marklin	Charles W Stanford Middle	Coach	X	
David	Hains	christ the King Catholic High School	Coach	X	

Vanessa	Howe	Clyde A Erwin High	Coach	X	
Vanessa	Howe	Clyde A Erwin High	Coach	X	
John	Bellissimo	Community School of Davidson	Coach	X	x
Beau	Dobbs	Community School of Davidson	Coach, Parent	X	
Jay	Martin	Community School of Davidson	Administrator, Coach	X	x
Joshua	Williams	Corinth Holders High School	Administrator	X	
Jerald	Freeman	Corvian Community School	Coach	X	
Geir	OLAND	Cresset Christian Academy	Coach	X	
Alfred	Peterson	Currituck County High	Coach	X	
Jason	Kokx	Dalton Mcmichael High	Coach	X	
Shaun	Edwards Sr	Dixon High	Coach	X	x
Tiffany	Huie	Dixon High	Coach	X	
Taylor	Jones	Dixon High	Coach	X	x
Jenifer	Williams	Dixon High School	Coach	X	x
Jernard	Grant	Douglas Byrd High	Coach, Parent	X	
Justin	Jones	E A Laney High School	Coach	X	
Albert	Schwankert	East Burke High School	Coach	X	
James	Alston	East Columbus High	Coach	X	x
Greg	Jenkins	East Duplin High School	Coach	X	
Felixa	Boutwell	East Forsyth High School	Coach	X	
Patrick	Bruning	East Forsyth High, Kernersville	Coach	X	
reagan	conner	East Gaston High	Coach	X	x
Jennifer	Dumont	East Gaston High	Coach	X	
Michael	Rymer	East Gaston High	Coach	X	
Jeffrey	Stimpson	East Gaston High	Coach	X	x
clifton	anderson	East Henderson High	Coach	X	x
Eric	Wojtalewski	East Mecklenburg High	Coach	X	x
Turner	Kincaid	East Rutherford High, Forest City	Coach, Parent	X	x
Darrell	Pate	East Wake Academy	Coach	X	
Michael	Brumble	Eastern Alamance High	Coach	X	
EDWIN	ROUSON	Elizabeth City Pasquotank Public School	Administrator, Coach,	X	
Crystal	Martin	Elkin High	Coach	X	
Michael	Barcy	Emsley A Laney High	Coach	X	
April	Williams	Enka High	Coach	X	
Brian	Carver	Enka High School	Administrator, Coach	X	x
Ryan	Stocke	Enloe High School	Coach, Official	X	
Ryan	Gatt	Eno River Academy	Administrator, Coach	X	
Lloyd	Hodges	Eugene Ashley High	Coach	X	
Samuel	Reynolds	Fairmont	Coach	X	
James	Cadiz	Fairmont High	Coach	X	
Montrell	McNair	Fairmont high	Coach	X	x
Justin	Crawford	Forestview High	Coach	X	
Brian	Horne	Forestview High	Coach	X	
Justin	Williams	Forestview High	Coach	X	
Jonathan	Miller	Franklinton High School	Coach	X	
bryan	perry	Franklinton High School	Coach	X	
Amanda	Rundgren	Fuquay-Varina High	Coach	X	
Linda	Elstun	Garner High	Coach	X	
Kyle	Ward	Graham High School	Coach	X	

Scott	Wolfe	Gray Stone Day	Administrator, Coach	X	x
Jason	Fitch	Gray's Creek High School	Coach	X	
Mike	Davis	Grays Creek High School	Coach	X	
Robert	Schoonover	Green Hope High	Coach	X	x
Stacy	Lamb	Green Hope High School	Coach	X	
Amy	Melillo	Green Hope High School	Coach	X	
Jody	Barish	Green Level High School	Coach	X	
Jody	Barish	Green Level High School	Coach	X	
Matthew	Bracciante	Green Level High School	Coach	X	
Alexandria	Connelly	Green Level High School	Coach	X	
Travis	Dalton	Green Level High School	Coach	X	
Ryan	DeGeeter	Green Level High School	Coach	X	
Blake	Gentry	Green Level High School	Coach	X	
Alston	Godbold	Green Level High School	Coach	X	
Kylee	Gomilla	Green Level High School	Coach	X	
Ben	Goudeau	Green Level High School	Coach	X	
John	Green	Green Level High School	Coach	X	
Mackenzie	Koeller	Green Level High School	Coach	X	
April	Mack	Green Level High School	Coach	X	
Shawn	Patil	Green Level High School	Coach	X	
TJ	Poland	Green Level High School	Coach	X	
Benjamin	Rogers	Green Level High School	Coach	X	
Matt	Siegel	Green Level High School	Coach	X	
Deniz	Solakoglu	Green Level High School	Coach	X	x
Emily	Sopko	Green Level High School	Coach	X	
Chris	Sponaugle	Green Level High School	Coach	X	
Andrew	Thorpe	Green Level High School	Coach	X	
Katie	White	Green Level High School	Coach, Performing Art	X	
Ben	Woolf	Green Level high school	Coach	X	
Ben	Woolf	Green Level high school	Coach	X	
ShaDonna	Young	Green Level High School	Coach	X	
Emily	Comer	Heide Trask High	Coach	X	
Jason	Harmon	Heide Trask High	Coach	X	
Sha-Teisa	Sharpe	Hertford County High School	Coach	X	
Sascha	Sanderlin	Hibriten High School	Coach	X	x
Russell	Jones	Hobbton High School	Administrator	X	
Ivan	Street	Hoke County High	Coach	X	x
Iris	Mills	Hunter Huss High School	Coach	X	x
Jack	Bridges	Hunter Huss High, Gastonia	Administrator, Coach	X	x
Anicia	Ocasio	Independence High	Coach	X	
Darcy	Davis	Jack Britt High School	Coach	X	
Brandon	Duarte	Jack Britt High School	Coach, Parent	X	
Ashley	Jimenez	Jack Britt High School	Coach	X	
Anthony	Johnson	Jack Britt High School	Coach	X	
John	Kaiser	Jack Britt High School	Coach	X	
Anthony	Sloan	Jack Britt High School	Coach	X	
Darius	Walker	Jack Britt High School	Coach	X	
colin	weingart	Jack Britt High School	Coach	X	x
Joseph	Benton	Jacksonville High	Coach	X	x

Chelsea	Palm	Jacksonville High School	Coach	X	x
Katina	Farrior	James Kenan High, Warsaw	Coach, Parent	X	
Christopher	Wagner	Jones Senior High	Coach, Parent	X	
Matt	Howell	Jones Senior High, Trenton	Coach	X	x
Sam	Bernhard	Jordan High School	Coach	X	
Terrance A.	Blackwell	Jordan High School	Coach	X	
Graham	Brosnan	Jordan High School	Coach	X	
Jordan	Fearrington	Jordan High School	Coach	X	
Kyle	Francis	Jordan High School	Coach	X	
Daron	Gipson	Jordan High School	Coach	X	
Deja	Myers	Jordan High School	Coach	X	
Deja	Myers	Jordan High School	Coach	X	
Derek	Ross	Jordan High School	Coach	X	
Bryan	Saunders	Jordan High School	Coach	X	
Kamalee	Jackson	Jordan High School, Durham	Coach	X	
Justin	Allred	Jordan High School, Jordan	Coach	X	x
Chante'	Clark	Jordan High School, Jordan	Coach	X	
Chante'	Clark	Jordan High School, Jordan	Coach	X	
Derek	Leathers	Jordan High School, Jordan	Coach	X	
Elisa	Marchione	Jordan High School, Jordan	Coach	X	
Brad	Melton	Kings Mountain High School	Coach	X	
Greg	Lloyd	kings mountain high schools	Coach	X	
Ashley	Qualkenbush	Knightdale High	Coach	X	
Ashley	Qualkenbush	Knightdale High	Coach	X	
Allison	Helms	Lakewood High School	Coach	X	
Rasheedah	Fletcher	Leesville High School	Coach	X	
Trisha	Smith	Lexington Senior High	Coach	X	
Brent	Gates	Lincolnton High School	Coach	X	x
Candy	Hensley	Maiden High	Coach	X	
Christiana	Spinella	Manteo High	Coach	X	
Millicent	Gerni	Mattamuskeet High	Coach	X	
Aaron	Lane	Midway High, Dunn	Administrator	X	
Caitlin	Davis	Millbrook High	Coach	X	
Matthew	Cope	Millbrook High School	Coach	X	x
Jason	Hensley	Montgomery Central High School, Troy NC	Coach	X	
Matt	Moore	morehead high school	Coach	X	
Aapri	Washington	Mountain Island Charter School	Coach	X	
Timothy	Neel	Mt. Pleasant High School	Coach	X	x
Bobby	Curlings	New Bern High School	Coach	X	
Deborah	Campbell	New Hanover High, Wilmington	Coach	X	
Kelli	Payne	Newton Conover High School	Coach	X	
Amanda	Baity	North Brunswick High	Coach	X	
Morgan	King	North Brunswick High School	Coach	X	x
James	Alverson	North Carolina High School Athletic Association	Administrator	X	
Jennifer	Brinkley	North Davidson High	Coach, Other	X	
Timothy	Labossiere	North Duplin High School	Coach	X	x
Jason	Miller	North Edgecombe High School Tarboro	Coach	X	

Adam	Blackwelder	North Iredell High	Coach	X	
Thomas	Garrou	North Johnston High	Coach	X	
Jordan	Smith	North Lenoir High	Coach	X	
Dennis	Frye	North Lincoln High School	Coach	X	x
Breanna	Tapp	North Lincoln High School	Coach	X	x
Michael	Warlick	North Lincoln Middle School	Coach, Other	X	x
Sarah	Stertzbach	North Mecklenburg High	Coach	X	
Matt	Goddard	North Pitt High School	Coach	X	x
Lorenzo	King	Northeastern High School	Coach	X	
Villa	Heron	Northern High School	Coach	X	
Cory	Lea	Northern Vance High School	Coach	X	
Melinda	West	NorthSide High School	Coach, Parent	X	
MATTHEW	DAVIS	Northwood High School Pittsboro, NC	Coach	X	x
MATTHEW	DAVIS	Northwood High School Pittsboro, NC	Coach	X	x
Cameron	Isenhour	Northwood High School, Northwood	Coach	X	
Hui Chen	Ni	Northwood High, Pittsboro	Coach, Other	X	
Michelle	Anderson	Overhills High School	Coach	X	x
Patricia	Shaffer	Overhills High School	Coach	X	x
Bobby	Griffin	Pamlico County High, Bayboro	Coach	X	
Bobby	Griffin	Pamlico County High, Bayboro	Coach	X	
Samantha	Sopko	Panther Creek High School	Coach	X	x
Samantha	Sopko	Panther Creek High School	Coach	X	x
johnny	bowman	Pender High	Coach	X	x
johnny	bowman	Pender High	Coach	X	x
Ronald	Echols	Pender High	Coach, Other	X	x
John	Fedoronko	Pender High	Coach	X	x
David	Hannah	Pender High	Coach	X	x
John	Heil	Pender High	Coach	X	
LaTeacha	Kea	Pender High	Coach, Parent	X	x
Bailey	King	Pender High	Coach	X	x
Jake	Rawls	Pender High	Coach	X	x
Bobby	Williams	Pender High	Coach	X	x
Bobby	Williams	Pender High	Coach	X	x
Tom	Eanes	Pender High School	Coach	X	x
Melinda	Fullwood	Pender High School	Coach	X	x
Bevin	Stokes	Pender High School	Administrator, Coach	X	x
John	Bradshaw	Pender High, Burgaw	Coach	X	x
John	Floyd	Pender High, Burgaw	Coach	X	x
John	Floyd	Pender High, Burgaw	Coach	X	x
John	Floyd	Pender High, Burgaw	Coach	X	x
Jonathan	Taylor	Pender High, Burgaw	Coach	X	x
Laura	Eakins	Pender HS	Coach	X	
Jennifer	Ryan	Pine Forest High	Coach	X	
Mandala	Barber	Pinecrest High	Coach	X	
Sarah	Peterson	Pinecrest High	Coach	X	
Gabrielle	Robbins	Pinecrest High	Coach	X	x
Gabrielle	Robbins	Pinecrest High	Coach	X	x
Jason	Weber	Pinecrest High	Coach	X	x
Joe	Phillips	Princeton High, Princeton	Coach	X	

Rodney	Jackson	Providence High, Charlotte	Coach	X	
Brooke	Bradt	Queens Grant High School	Coach, Other	X	
Thomas	Hensley	R-S Central	Coach	X	
Amelia	RiveraSpeight	Ralph L. Fike High School	Coach	X	x
Marvin	Jacobs	Red Springs High School	Coach	X	x
Paul	McKeithan	Research Triangle High School	Coach	X	
Kevin	Knox	Riverside High	Coach	X	
Chris	Lee	Riverside High	Coach	X	
Jordan	Toney	Riverside High	Coach	X	
Mark	Cagle	Riverside High School	Coach	X	
cynthia	Smith	Riverside Highschool /Durham Public School Systems	Coach	X	
Rebecca	Clayton	Rolesville High School	Coach	X	
Reginald	Love	Rolesville High School	Coach	X	
Robert	Britt	Rosewood High School	Administrator, Coach	X	x
Joshua	Galloway	Rosman High School	Coach	X	
Charles	Smith	scotland High School, laurinburg	Coach, Other	X	x
Charles	Smith	scotland High School, laurinburg	Coach, Other	X	x
Jason	Lee	seaforth	Coach	X	
Tommy	Johnson	Seaforth High School	Coach	X	
Michael	Purcell	Seaforth High School	Coach	X	x
Sean	Henry	Seventy First High School 6764 Raeford rd. Fayette	Coach	X	x
Anthone	Harris	Seventy-First High	Coach	X	x
Kelvonte	Smith	Seventy-First High	Coach	X	x
David	Bryson	Shelby High School	Coach	X	
Craig	Faircloth	Smithfield Selma High School	Coach	X	
Angela	Chambers	Smoky Mountain High School	Coach	X	x
Darrell	Williams	Sourh View High	Coach	X	
Megan	Storms	South Columbus High School	Coach	X	
Megan	Storms	South Columbus High School	Coach	X	
Leah	Brooks	South Point High School	Coach	X	
Johnathan	Hatley	South Stanly High	Coach	X	
Sammy	Robinson	Southeast Raleigh Magnet High	Coach	X	x
Martin	Charlesworth	Southern Guilford High School	Coach		
Robbie	Kennedy	Southern Nash High	Coach	X	
Jason	Fulbright	St. Stephens High School	Coach	X	
Scott	Chellis	Sugar Creek Charter School	Coach	X	x
Hailey	Irizarry	Sun Valley High	Coach	X	
Colton	Brackett	T.C. Roberson High School	Coach	X	
Jason	Stanley	T.C. Roberson High School	Coach	X	
ANNA	HAMMOND	Tabor City Middle	Coach	X	x
Jesse	White	Terry Sanford High	Coach	X	
Courtney	Ross	The North Carolina Leadership Academy	Coach	X	
Mike	McGuckin	Thomasville High	Coach	X	x
Keith	Dawson	Topsail High	Coach, Official, Parent	X	x
Hill	Pearsall	Topsail High	Coach	X	x
Christopher	Johnston	Triangle Math and Science Academy	Coach	X	
Justin	Frashier	Union Academy	Coach	X	x

Ashley	Grant	Union Academy Charter School	Coach	X	x
Greg	Gregory	Union Academy Charter School	Coach	X	x
Grant	Williams	Union Academy Charter School	Coach	X	x
Thomas	Nelson	Union County High School, Blairsville	Coach	X	
Latoya	Snead	Union Middle School	Coach, Other	X	
Kristine	Travers	Union Middle School	Coach	X	x
Corina	Vann	Union Middle School	Coach	X	x
John	Ward	Union Middle School	Coach	X	
Brian	Gray	Union Pines High	Coach	X	x
Kelly	McGraw	Union Pines High	Coach	X	
Tabitha	Moses	Union Pines High	Coach, Parent	X	
Douglas	Norman	Union Pines High	Coach	X	x
Ray	Blatz	union pines High School	Coach, Parent	X	X
William	Garner	Union Pines High School	Coach	X	x
Jason	Trousdale	Union Pines High, Cameron	Coach	X	x
Alexander	Parsons	Vance County High School	Coach	X	
Lloyd	Watkins	Vance County High School	Coach	X	
Jordan	Gatcomb	Voyager Academy, Durham	Administrator	X	x
Amber	Breen	Wake County Public School System	Coach	X	
Kyle	Bayer	Wakefield High	Coach	X	
Joseph	Richardson	Wakefield High	Coach	X	x
Dylan	Rose	Walter M Williams High	Coach	X	
Todd	Davis	Walter M. Williams High School	Administrator	X	
Kimberly	Spencer	West Brunswick High School	Coach	X	x
Emmanuel	Sarkorh	West Brunswick High, Shallotte	Coach, Official	X	x
Greg	Wilmoth	West Cabarrus High School	Coach	X	x
Aaron	Annas	West Caldwell High	Administrator, Coach	X	x
James	Turner	West Carteret High School	Coach	X	
chris	crawley	West Craven High	Coach	X	
Billy	Dudding	West Craven High	Coach	X	
Billy	Dudding	West Craven High	Coach	X	
Michael	Eastwood	West Craven High	Coach	X	
Jacob	Ferguson	West Craven High	Coach	X	
Nicci	Fontes	West Craven High	Coach	X	
Jayson	Hargett	West Craven High	Coach	X	
Brook	Harvey	West Craven High	Coach	X	
Brook	Harvey	West Craven High	Coach	X	
Andrinika	Johnson	West Craven High	Coach	X	
Andrinika	Johnson	West Craven High	Coach	X	
Nicole	Kirch	West Craven High	Coach	X	
Caroline	Tart	West Craven High	Coach	X	
Larry	Tyler	West Craven High	Coach	X	
Kyle	Warmack	West Craven High	Coach	X	
Kyle	Warmack	West Craven High	Coach	X	
Craig	Fitch	West Craven High School	Coach	X	
Craig	Fitch	West Craven High School	Coach	X	
Craig	Fitch	West Craven High School	Coach	X	
Kathy	Henderson	West Craven High School	Coach	X	
Michael	McKeel	West Craven High School	Coach	X	

Justin	Morris	west craven high school	Coach	X	
Dorel	Watley	West Craven High School	Coach	X	
Matt	Grady	West Craven High, Vanceboro	Coach	X	
Matt	Grady	West Craven High, Vanceboro	Coach	X	
Arthur	Monroe	West Craven High, Vanceboro	Coach	X	
Joshua	Wells	West Craven Middle	Coach	X	
Jerry	Snyder	West Iredell High School	Coach	X	x
Jason	Brundidge	West Johnston High	Coach	X	
Gwyneth	Smith	Western Alamance High	Coach	X	
Gwyneth	Smith	Western Alamance High	Coach	X	
Megan	Kelly	Western Harnett High	Coach	X	
Megan	Kelly	Western Harnett High	Coach	X	
Emma	Otten	Western Harnett High	Coach	X	
Emma	Otten	Western Harnett High	Coach	X	
AUBURN	JACKSON	White Oak High	Coach, Official	X	
Courtney	Koval	White Oak High	Coach	X	x
Courtney	Koval	White Oak High	Coach	X	x
Courtney	Koval	White Oak High	Coach	X	x
Alysia	Klarzuk	White Oak High School, White Oak	Coach	X	x
Jason	Wilkes	Willow Spring High School	Coach	X	
Joseph	Gray	willow springs high school	Coach	X	

First Name	Last Name	School	Roles	AIC	CIC
jeremy	boone	254/512 Sports	Coach	X	
Bradwitt	Austin	Anne Chesnutt Middle	Parent	X	
Dana	Edwards	Anne Chesnutt Middle	Coach	X	
Asia	Henry	Anne Chesnutt Middle	Coach	X	x
virginia	jicha	Anne Chesnutt Middle	Coach	X	x
virginia	jicha	Anne Chesnutt Middle	Coach	X	x
Brandon	LaValley	Anne Chesnutt Middle	Coach	X	x
Gaundi	Allen	Anne Chesnutt Year Round Middle School	Coach	X	X
Kenton	Smith	B.F. Grady Elementary School	Coach	X	
Kenton	Smith	B.F. Grady Elementary School	Coach	X	
Vanessa	Rogers	C. M. Eppes Middle School	Coach	X	x
Shanique	Sewer	Charity Middle School	Coach	X	
Ray	Cloyd	Cramerton Middle, Cramerton	Coach	X	x
LaRhonda	Williams	Duplin County Basketball Club	Administrator	X	
Jeffrey	Flournoy	Fayetteville christian	Coach	X	
Damon	Burnett	Hobbton Middle	Coach, Parent	X	
Logan	Langston	Hobbton Middle School	Coach	X	x
Shane	Zimmerman	Holly Grove Middle School	Administrator, Coach	X	x
Dana	Smith	Hudson Middle School, Hudson	Coach, Official	X	x
Stephene	Williamson	Kenansville Elementary	Coach	X	
Matt	Thomas	Lee Park Prep	Administrator	X	x
Leigh	Humphries	Mary Potter Middle	Other	X	
Brett	Honeycutt	Metrolina Christian Academy	Coach	X	
Brett	Honeycutt	Metrolina Christian Academy	Coach	X	
Brett	Honeycutt	Metrolina Christian Academy	Coach	X	
Kristi	Layden	Metrolina Christian Academy	Coach	X	
Joseph	Ellis	Midway Middle School	Coach	X	x

Chris	Edwards	N/a	Coach, Other	X	
Ryan	Staten	NCHSAA	Coach, Official	X	x
Ryan	Staten	NCHSAA	Coach, Official	X	x
Michael	Wetzel	NCHSAA	Coach	X	
Phillip	Marcelle	Neal Middle	Coach, Other	X	
Lisa	Grimsley-Brew	New Century International Middle School	Coach, Parent	X	x
Kirsten	Long	New Century International Middle School	Parent	X	
Christopher	Richardson	New Look Sports LLC	Coach	X	
Brett	Arrowood	north hills christian school	Coach	X	
Mario	Matarese	Overhills Middle School	Coach	X	
Mario	Matarese	Overhills Middle School	Coach	X	
Christina	Finch	Pine Forest Middle	Coach	X	
Melissa	Harrell	Pinnacle Classical Academy	Administrator, Coach	X	
DeShane	Briscoe	Polk County Middle	Coach	X	
Michelle	Witt	Reidsville Middle	Administrator	X	
Susan	Oliver	Ridgecroft School	Administrator, Coach	X	x
Paul	Haynes	Riverwood Middle School	Coach	X	
jose	arcos	Rockingham County Middle	Coach	X	
Jennifer	Butler	Roseboro Salemburg Middle School	Coach	X	
Serina	Johnson	Sandy Grove Middle School	Coach	X	
Elgett	Floyd	Southern Middle	Coach	X	x
John	Falter	Southwest Middle	Coach, Parent	X	x
Ed	Beckley	Special Olympics North Carolina	Coach	X	
Danielle	Dow	The Point College Prep	Coach	X	
		The Point College Prep & Leadership Academy			
Robert	Knotts	The Point College Preparatory & Leadership Academy	Administrator, Coach	X	x
		The Point College Preparatory & Leadership Academy			
Brandi	Johnson	The Point College Preparatory & Leadership Academy	Administrator, Coach	X	x
		The Point College Preparatory & Leadership Academy			
Brandi	Johnson	The Point College Preparatory & Leadership Academy	Administrator, Coach	X	x
Jay	Cornish	Top Gun Fight School	Coach, Official, Parent	X	
Katsiaryna	Sublett	UNC Chapel Hill	Coach, Student	X	
Danny	Ducker	Union Middle School	Coach	X	x
Jessica	Register	Union Middle School	Administrator, Coach	X	x
Jessica	Register	Union Middle School	Administrator, Coach	X	x
Jessica	Register	Union Middle School	Administrator, Coach	X	x
Justin	Register	Union Middle School	Coach	X	x
Wendy	Santivanez	Union Middle School	Coach	X	x
Robert	Smith	Union Middle School	Coach	X	x
Crystal	Hill	Union Middle School, Union	Coach	X	
Kristopher	Fuller	Unity Classical Charter School	Administrator, Coach	X	x
Mariah	Medley	Univeristy of North Carolina at Chapel Hill	Student	X	
Sarah	Gallardo	University of North Carolina at Chapel Hill	Coach, Student	X	
Amy	Brown	W C Friday Middle	Administrator	X	x
Aurora	Davis	Wakefield Middle	Coach, Parent	X	
		Weldon STEM High School Career Academies			
Katrina	Bevier	Weldon STEM High School Career Academies	Coach, Other	X	
Kenneth	Harris	Western Rockingham Middle	Coach	X	
Victor	Davis	Yield Inc	Coach	X	

Majeed	Mahmood	YMCA	Coach, Parent	X	x
Majeed	Mahmood	YMCA	Coach, Parent	X	x
Terrell	Adams		Coach	X	x
Artavious	Barringer		Coach	X	
Peter	Barney		Coach	X	x
Todd	Bond		Coach	X	
Jonathan	Brown		Coach	X	x
Courtney	Bryant		Coach	X	x
Mike	Catuto		Administrator, Coach	X	
John	Coble		Coach	X	
Hunter	Coffrin		Coach, Student	X	
Steven	Colford		Coach	X	
Anayely	Coronilla-Campos		Student	X	
Remy	Epps		Administrator	X	
Madi	Evans		Coach	X	
Amanda	Fedor		Student	X	x
John „ÄúJay,Äù	Feimster		Coach	X	x
Justin	Finger		Official	X	
Drew	Goforth		Student	X	
Sean	Goldstein		Official	X	x
Jason	Hagan		Coach	X	x
John	Hipsher		Coach	X	
Taylor	Holmes		Coach	X	x
Fred	Holtz		Coach, Parent	X	
Dylan	Hughes		Coach	X	x
Adam	kent		Coach	X	
David	Kummings		Coach	X	x
Foster	Kyei		Other	X	
Alexa	Lantiere		Coach	X	
Alexa	Lantiere		Coach	X	
Dennis	Marshall		Coach	X	
Ajani	McIntosh		Student	X	
William	Miner		Coach	X	x
Bruce	Mitchell		Coach	X	
Andrew	Monthony		Coach	X	
Randall	Moran		Coach	X	x
Elizabeth	Moreno		Coach	X	
hassan	nashid		Coach	X	
jamie	ortega		Student	X	
Cole	Parker		Coach, Student	X	
Arjun	Parmar		Coach	X	
Muhammad	Perez		Coach	X	x
Justin	Pini		Coach	X	
Patricia	Pomeroy		Coach	X	x
Rayshon	Robertson		Coach	X	
Brooke	Scott		Coach	X	
Brooke	Scott		Coach	X	
Kyante	Scott		Coach	X	x
Kyante	Scott		Coach	X	x
Logan	Swain		Coach, Student	X	
chris	thomas		Coach, Parent	X	x
Taylor	Transue		Coach	X	
Terone	Triplett		Coach	X	

Brian	Wilbur	Coach	X	
Omari	Williams	Coach	X	
Fritz	Willis	Coach, Parent	X	x

2021-2022 Awards: Grant Program Summary

School	Focus	Summary
Graham High School	Health and Wellness	On October 29, 2021, in the middle of the halftime show of Senior Night. We had a lady go into respiratory arrest which turned into Cardiac Arrest. We worked with this lady for 20 minutes prior to the arrival of EMS. We had the equipment needed to work on her, but realized there is more that would be beneficial. After this incident, we started evaluating what we had at our disposal to work on people in the stands along with our own athletes. I am happy to announce that this lady walked out of the hospital neurologically intact and able to continue her daily living on November 9, 2021. We would like to be able to supply Volleyball, Basketball, Football, Cross Country, Soccer, Softball, Baseball, and wrestling with supplies to treat injuries acquired while playing their respective sports along with more easy-to-use layperson life-saving equipment. We believe that as important as it is to take care of our own athletes it is just as important to have equipment readily available for spectators as well. Buying two sets of each piece of equipment will allow us to have easier access to the equipment in a more timely manner.
Johnston County Public Schools	Health and Wellness	JCPS proposes purchasing two new AED's for each high school to ensure that there is a minimum of one fully functional, automated model suitable for both adults and children inside and outside at each grades 9-12 campus with a sports program. This is important because the new units can be accessed and used even when there is a community event on the exterior fields. Further, the units will self-direct and assist bystanders rendering aid until a medical professional is onsite. Finally, an upgrade is needed to ensure that the most modern life-saving equipment is in place at the athletic venues.
Lexington Senior High School	Health and Wellness	This grant will help us purchase rehab equipment, blood pressure cuffs, a new digital scale for height / weight for annual physicals, a new AED unit and a new portable refractometer for more accurate hydration testing for our wrestling program.
North Forsyth High School	Health and Wellness	Funds provided by the NCHSAA athletics grant would be used for medical supplies needed in the athletic training room - including first aid care, rehab equipment, modalities, and some taping supplies. Obtaining of these items would allow the athletic trainer to better assist and treat athletes in their various stages of recovery. As of now, the athletic training facility is not equipped to properly handle post-op care. The athletic trainer would like to create a more efficient rehabilitation environment for the student athletes to feel comfortable in the healthcare they receive and hopefully dismiss any potential financial burden families may have from seeking outside care for their athlete(s).
Pender High School	Coaches Education	We have begun working with our coaches on professional development and growth. Part of this is course work through the NFHS. Our coaches have already achieved Level 1 and 2 Honor Roll status, in large part to grants allowing us to afford paid coursework. We will use funds from this grant to complete training for all our paid coaches to be CIC certified, achieving Level 3 Honor Roll Status. The paid courses remaining are Strength and Conditioning (\$50) and Teaching and Modeling Behavior (\$20).
Ragsdale High School	Health and Wellness	Grant funds will be used to update and provide various therapeutic modalities and rehabilitation equipment for the school's athletic training facility to provide the best and most up to date care for the student athletes.
Ronald W. Reagan High School	Health and Wellness	Funds will be used to provide continued improvement of health care to underserved or participating student athletes. Requested items will help prevent and treat heat related illness through the use of a Wet bulb. Additional items will help utilize current space and provide space for ROM therapies etc. A key role of being an athletic trainer is to prevent the spread of infection by following standard disinfection protocols. With the limited space available at the moment this makes proper storage of coolers and bottles impossible. The main goal of an athletic trainer is to be prepared for any and all musculoskeletal compromises or injuries and to have a timely response for care. While I do have to be prepared for any injury as a result of sport participation, I have to attempt to prevent injuries where possible. In the instance of injury having the proper equipment to encourage healing during the rehabilitation process is necessary to help return athletes to care.
T.W. Andrews High School	Health and Wellness	T. Wingate Andrews High School is 1 of 16 Title I schools in the state of North Carolina. The current funding provided is inadequate in aiding the health and safety of our athletes on a daily basis. If we are selected to become a recipient of this grant, all proceeds will go to ensuring and improving the health and safety of our athletes. The Sports Medicine Department of Andrews High School is in need of additional funding to ensure the health and safety of our athletes are maintained daily. The department has been making ends meet for the last few years. It is time for a change, and it could begin now! Our goal within the Sports Medicine Department is to provide the student-athletes with the best care possible so that they are able to achieve their dreams. Needed equipment includes cooling tubs, a mounted AED, foldable treatment table, chairs, a gator for the sports medicine team to travel between sports fields/facilities but primarily for emergency usage or the transportation of equipment and a space to store all of these necessary items. Needs also include athletic training updated modalities, rehab equipment, and basic clinic necessities.
The North Carolina Leadership Academy	Health and Wellness	The grant funds will be used to purchase an AED that is specifically for athletics and a Kestrel WBGT. I am the first athletic trainer at the school after a contract with WFBH was completed. We have had to make very major purchases this year and this grant will allow is to become compliant with best practices and keep the athletes and coaches safe.
West Carteret High School	Student Services Program Supplementation	These funds will be used to purchase items to give as prizes to students who are nominated for our Student of the Month Program. Each month, we give 10-15 students recognition and prizes for their accomplishments in the areas of marked improvement in grades, character or work ethic, leadership, notable consideration toward others, outstanding attitude/disposition, or individual achievement. The program is designed to recognize students who don't normally get academic accolades which have become even more important this past year. We need help from this grant to make the "prize packages" that the students receive as recognition. Typically a prize package includes small swag like pens and office supplies, t-shirts, and a gift card to a local restaurant. Annually, we ask for donations for these gift bags from parents and teachers. We are hoping to supplement these funds through grants like yours.
West Craven High School	Coaches Education	NCHSAA Coaches Education grant funds will be used to purchase the NFHSLearn.com courses needed (Strength & Conditioning / Teaching & Modeling Behavior) to go along the free courses (of NFHS Sportsmanship, Engaging with Parents, Bullying, Hazing, Inappropriate Behaviors) for each WCHS coach (stipend paid and volunteer) to be a NFHS Certified Interscholastic Coach (CIC) and WCHS to be a NFHS Level 3 School Certified.
Wilkes Central HS	Health and Wellness	This grant will ask for a new AED to be used exclusively for athletics as well as new and updated rehabilitation equipment for the athletic training room. Currently, we only have 1 shared AED for athletic use and when we travel to play at the local park there is no AED onsite. Having another AED for when we travel there gives us another level of protection for our student-athletes. The money for rehab equipment will be used to replace aging products and to purchase equipment that does not fit into the budget due to impacts from covid-19.
		\$ 140,081.00

Questionnaire for Non-Profit formation

ARTICLES:

Name of entity:

Type: 501(c)(3), 501(c)(4), 501(c)(6) 501(c)(3)

Purpose statement:

Will entity have members?

Principal office address:

Phone number

Registered agent/address:

BY-LAWS:

Directors of Board and addresses:

Chair or Co-chairs?

Vice Chair?

Executive committee:

Officers and addresses:

President/CEO?

Treasurer?

Secretary?

Frequency of meetings of Board:

Statutory minimum quorum requirements, or more than statutory minimum?

Notice of meetings ok by personal delivery, mail, telephone, fax, email?

Term of office for Board:

Term limits:

Authority to make payments, write checks:

Special Board approvals for expenditures:

Specific concerns about conflicts of interest:

CHARITABLE SOLICITATION LICENSE/EXEMPTION:

Fundraisers/Solicitors and addresses:

Individuals responsible for handling contributions:

Relationship to any other entity:

Are fundraisers/solicitor's compensated?

Are officers or board members compensated?

Financial History?

Basic budget for 3 years – showing projected income and expenses:

1023 OR 1024

EIN:

Funding sources:

Detailed purpose statement/narrative description of activities:

Do you rent office space for your nonprofit? If yes, attach copy.

Do you have an IRS exemption letter? If yes, attach copy.

Do you have any family and/or business relationships with directors, officers, etc.? If yes, please explain.

Are you connected with any other organization (i.e. financial support, shared facility, etc.)? If yes, please explain.

Requires responsible person and their social security number. Who is this person and what is their SSN?

	2021-2022 (through 3rd quarter)	2020-2021	2019-2020	2018-2019
	<u>March 31 ' 22</u>	<u>June 30 '21</u>	<u>June 30 '20</u>	<u>JUNE 30 '19</u>
Endowment Accounts: Morgan Stanley				
<i>General Endowment Fund</i>	\$ 21,061,629.00			
<i>Scholarships & Awards</i>	\$ 1,133,751.00			
<i>Education/Health & Safety Fund</i>	\$ 2,697,270.00			
<i>Hall of Fame Fund</i>	\$ 406,681.00			
		\$ 27,020,858.00	\$ 17,379,505.00	\$ 16,953,168.00
TOTAL	\$ 25,299,331.00	\$ 27,024,693.00	\$ 24,916,262.07	\$ 24,360,578.00
Program Reserves:	<u>March 31 ' 22</u>	<u>June 30 '21</u>	<u>June 30 '20</u>	<u>JUNE 30 '19</u>
Wells Fargo/Wachovia	\$ 701,093.00	\$ 760,942.00	\$ 536,091.00	\$ 531,489.00
Morgan Stanley	\$ 7,364,037.00	\$ 6,957,356.00	\$ 6,012,648.00	\$ 5,821,096.00
TOTAL	\$ 8,065,130.00	\$ 7,718,298.00	\$ 6,548,739.00	\$ 6,352,585.00
CHECKING & MM ACCOUNT BALANCES				
Bank Account:	<u>March 31 ' 22</u>	<u>June 30 '21</u>	<u>June 30 '20</u>	<u>JUNE 30 '19</u>
Wells Fargo chk	\$ 7,148,314.44	\$ 7,954,126.00	\$ 8,891,815.08	\$ 8,925,380.00
Wells Fargo MM	\$ 69,097.00	\$ 69,092.00	\$ 69,084.95	\$ 69,047.00
TOTAL	\$ 7,217,411.44	\$ 8,023,218.00	\$ 8,960,900.03	\$ 8,994,427.00
GRAND TOTALS	<u>March 31 ' 22</u>	<u>June 30 '21</u>	<u>June 30 '20</u>	<u>JUNE 30 '19</u>
	\$ 40,581,872.44	\$ 42,766,209.00	\$ 40,425,901.10	\$ 39,707,590.00

North Carolina High School Athletic Association Investment Policy Statement

Introduction

This is a statement of the investment objectives and policies that govern the management of the investment assets of the North Carolina High School Athletic Association (the "Association") over which the Finance Committee of the Association has discretionary authority (the "Portfolio"). This Policy Statement is established to ensure that the Association's assets will be invested in a prudent manner consistent with the investment objectives clearly stated in this document. This policy further describes the standards utilized by the Finance Committee in constructing and monitoring the overall portfolio, as well as the criteria for retaining, overseeing, and evaluating investment managers. It is anticipated that this statement will be in effect until modified by the Finance Committee with the approval of the Board of Directors. The Finance Committee and Investment Consultant(s) are expected to propose revisions to the policy any time the existing guidelines would impede meeting the investment objectives of the Association.

Investment Objectives

The investment objectives of the Association are to manage the Portfolio in a manner that will maximize the benefits intended by donors, support the programs of the Association and to generate sufficient long-term growth of capital, without undue exposure to risk, to provide a sustainable level of spending distributions, as well as enhance the real (adjusted for inflation) purchasing power of the investments.

The goal is to achieve an average annual total return (net of fees and expenses) at least equal to (i) the rate of inflation on an annual basis as measured by the Consumer Price Index plus 4%.

The Association's investment objective is a compromise between the demanding need for current income and the long-term growth of assets. Due to the Association being an institution perpetual in nature, the portfolio should be viewed long term in its entirety, avoiding decisions based solely on short-term concerns and individual investments. The inevitability of the short-term market fluctuations is tolerable to allow for "real" growth of assets. A diversified investment structure, which is identified under the "Asset Allocation" section of this statement, is utilized in order to provide participation in rising markets, while mitigating risk in falling markets.

Scope

This Investment Policy Statement applies only to those assets for which the investment policy managers and Finance Committee have discretionary authority.

Standard of Investment Judgment

In seeking to attain the investment objectives set forth in this policy, the Finance Committee and its members must act with discretion, honesty, and good faith to the Portfolio. The adopted investment policies must be followed and held to a standard of

**North Carolina High School Athletic Association
Investment Policy Statement**

ordinary business care and prudence under the facts and circumstances prevailing at the time of the Fiduciaries' actions or decisions. The Fiduciaries must remain loyal, placing the interest of the Portfolio first. Fiduciaries must provide full and fair disclosure to the Finance Committee of all material facts regarding potential "conflicts of interest".

Asset Allocation

Deliberate management of the asset mix among classes of investments is both a necessary and desirable responsibility. In the allocation of assets, diversification of investments among asset classes that are not similarly affected by economic, political, or social developments is highly desirable. The Finance Committee's general policy shall be to diversify investments within both equity and fixed income securities so as to provide a balance that will enhance return, while avoiding undue risk concentrations in any single asset class or investment category. The diversification does not necessarily depend upon the number of industries or companies in a portfolio or their particular location, but rather upon the broad nature of such investments and of the factors that may influence them.

In making asset allocation judgments, the Finance Committee is not expected to seek to "time" subtle changes in financial markets, or to make frequent or minor adjustments. Instead, the Committee is expected to develop and adopt expressed guidelines for the broad allocations on a long-term basis, in light of current and projected investment environments.

To ensure broad diversification in the long-term investment portfolios among the major categories of investments, asset allocation, as a percentage of the total market value of the total long-term portfolio, will be set with the following target percentage and within the following ranges:

Overall Fund			
Types of Securities	Target	Range	
		Minimum	Maximum
Domestic Large Cap (Growth)	20%	12%	25%
Domestic Large Cap (Value)	20%	12%	25%
Domestic Small/Mid Cap (Growth)	5%	3%	7%
Domestic Small/Mid Cap (Value)	5%	3%	7%
International Equity	10%	7%	13%
Fixed Income (Bonds)	35%	25%	50%
Alternative Strategies	5%	0%	20%

North Carolina High School Athletic Association
Investment Policy Statement

Rebalancing the Portfolio

The Finance Committee, in conjunction with the Investment Consultant(s), will monitor the asset allocation structure of the investment pool and will attempt to stay within the ranges allowed for each asset class. If the Portfolio becomes over-weighted or exceeds the range of percentage for that asset class, a plan of action, either for immediate rebalancing of the Portfolio or a rebalancing that will occur over the subsequent few months. The plan of action will address the specific circumstances and needs pertaining to the Association and the Portfolio at that time.

Time Horizon

Due to the inevitability of short-term market fluctuations, the Finance Committee intends that the investment managers will achieve the following performance goals over a five-year moving period, net of investment management fees and expenses. Nonetheless, the Finance Committee reserves the right to evaluate and make any necessary changes regarding the investment manager over a shorter term using the criteria established in the "Evaluation of Investment Managers" section of this statement.

Specific Performance Objectives

Total Fund

The total Portfolio is expected to achieve an annual return (net of fees and expenses) through both principal appreciation and income that exceeds the rate of inflation plus the level of spending adopted by the Association. The specific objectives of the Portfolio includes:

1. The total return should seek to exceed the Consumer Price Index plus 4%.
2. The total return should seek to exceed a target Balanced Index composed of: 20% of the Russell 1000 Growth Index, 20% of the Russell 1000 Value Index, 5% of the Russell 2000 Growth Index, 5% of the Russell 2000 Value Index, 10% of the MSCI EAFE (Morgan Stanley Capital International Europe, Asia, and Far East) Index, 35% of the Barclays Aggregate Bond Index, and 5% of the HFRI Composite Index.

Equity Managers

1. The total return for each active equity manager shall exceed the relevant style specific equity benchmark:

Domestic Large Cap – Russell 1000 Value Index, Russell 1000 Growth Index

Domestic Small Cap – Russell 2000 Growth Index, Russell 2000 Value Index

International – MSCI EAFE Index

Each passive equity manager shall approximate the total returns of the relevant equity benchmark.

Note: Managers shall not purchase investments in the following categories: firearms, alcohol and spirits, tobacco, adult entertainment, gambling/casinos; This applies to separately managed accounts.

**North Carolina High School Athletic Association
Investment Policy Statement**

2. Each active equity manager will be expected to rank above the median versus the appropriate equity manager universe over a full market cycle.
3. Each active equity manager will be expected to maintain volatility (beta) no greater than 1.0 versus the relevant style specific equity benchmark. Each passive equity manager will be expected to maintain volatility (beta) of approximately 1.0 versus the relevant equity benchmark.
4. The risk-adjusted performance (alpha) for each active equity manager is expected to be positive. The risk-adjusted performance (alpha) for each passive equity manager is expected to be approximately 0%.

Fixed Income Managers

Each fixed income manager will be expected to rank above the median versus the appropriate fixed income universe over a full market cycle.

Alternative Strategy Managers Each alternative manager is expected to perform in line or above the benchmark that most accurately reflects their strategy.

Investment Manager Requirements

1. In today's rapidly changing and complex financial world, no list or types of categories of investments can provide continuously adequate guidance for achieving the investment objectives. Any such lists is likely to be too inflexible to be suitable of the market environment in which investment strategies and decisions are developed, analyzed, adopted, implemented, and monitored, and the overall manner in which investment risk is managed, which determines whether an appropriate standard of reasonableness, care and prudence has been met for the Association's investments.
2. Although there are no strict guidelines that will be utilized in selecting investment managers, the Finance Committee will consider length of time the firm has been in existence, its track record, assets under management, and the amount of assets the Association already has invested with the firm.
3. The requirements stated below apply to investments in non-mutual and non-pooled funds, where the investment manager is able to construct a separate discretionary account on behalf of the Endowment. Although the Finance Committee cannot dictate policy to pooled/mutual fund investment managers, the Finance Committee's intent is to select and retain only pooled/mutual funds with policies that are similar to this policy statement. All managers (pooled/mutual and separate), however, are expected to achieve the performance objectives.

**North Carolina High School Athletic Association
Investment Policy Statement**

4. Unless prior written approval is obtained from the Finance Committee to the contrary:
- a. Each investment manager must satisfy the performance objectives and asset allocation guidelines.
 - b. Each investment manager shall have the full investment discretion with regard to market timing and security selection, consistent with this Investment Policy Statement.
 - c. The investment managers shall be evaluated on a quarterly basis and should be prepared to meet with the Finance Committee at least annually.
 - d. Each investment manager shall handle the voting proxies and tendering of shares in a manner that is in the best interest of the Association and consistent with the investment objectives contained herein.
 - e. Excluding those managers classified as alternative investments, investment managers shall not utilize derivative securities to increase the actual or potential risk posture of the portfolio. Subject to other provisions in this Investment Policy Statement, the use of primary derivatives, including but not limited to, Structured Notes, lower class tranches of Collateralized Mortgage Obligations (CMOs), Principal Only (PO) or Interest Only (IO) Strips, Inverse Floating Securities, Futures Contracts, options, short sales, margin trading and such other specialized investment activity is prohibited.

Moreover, non-alternative investment managers are precluded from using derivatives to affect a leveraged portfolio structure (if options and futures are specifically approved by the Finance Committee, such positions must be offset in their entirety by corresponding cash and securities.)

The Finance Committee must explicitly authorize the use of such derivative instruments, and shall consider certain criteria including, but not limited to, the following:

- i. Manager's proven expertise in such category,
 - ii. Value added by engaging in derivatives,
 - iii. Liquidity of instruments,
 - iv. Actively traded by major exchanges (or for over-the-counter positions, executed with major dealers), and
 - v. Manager's internal procedures to evaluate derivatives, such as scenario and volatility analysis and duration constraints.
- f. The equity and fixed income managers shall not invest in non-marketable securities.
- g. Each equity and fixed income investment manager must assure that no position of any one issuer shall exceed 8% of the manager's portfolio at market value, with the exception of securities issued by the U.S. government and its agencies.

**North Carolina High School Athletic Association
Investment Policy Statement**

h. The equity and fixed income investment managers shall not effect a purchase, which would cause a position in the portfolio to exceed 5% of the issue outstanding at market value.

i. Each investment manager must recognize that the Association is a tax-exempt entity for federal tax purposes and will take no actions that might jeopardize the tax-exempt status of the Association.

Guidelines for Transactions

Managers will generally be expected to enter into transactions on the basis of best execution, which is interpreted normally to mean best-realized price.

Monitoring of Performance Objectives

1. All objectives and policies are in effect until modified by the Finance Committee, which will review these at least annually for their continued pertinence.

2. If at any time a manager believes that any policy guideline inhibits its investment performance, it is the manager's responsibility to clearly communicate this view to the Finance Committee, Investment Consultant(s), and Association staff.

3. The Portfolio's managed accounts will be monitored on a continual basis for consistency in investment philosophy, return relative to objectives, and investment risk measured by asset concentrations, exposure to extreme economic conditions, and market volatility. The Finance Committee at each meeting will review portfolios, but results will be evaluated over rolling three to five-year periods. The Finance Committee will regularly review each manager in order to confirm that the factors underlying the performance expectations remain in place.

4. Each investment manager will report the following information at least quarterly: total return net of all commissions and fees, additions and withdrawals from the account, current holdings at cost and market value, and purchases for sales for the quarter. Regular communication concerning investment strategy and outlook is expected. Additionally, managers are required to inform Finance Committee of any changes in firm ownership, organized structure, professional personnel, or fundamental investment philosophy.

Evaluation of Investment Managers

The investment managers will be reviewed on an ongoing basis and evaluated upon the following additional criteria:

1. Ability to meet or exceed the performance objectives and comply with the investment manager requirements stated in this Investment Policy Statement.

**North Carolina High School Athletic Association
Investment Policy Statement**

2. Adherence to the philosophy and style that were articulated to the Finance Committee at, or subsequent to, the time the investment manager was retained.
3. Continuity of personnel and practices at the firm.

Consultant's Responsibilities

The Investment Consultant(s) is (are) responsible for assisting the Finance Committee in all aspects of managing and overseeing the Association's Investment Portfolio. The consultant(s) is (are) the primary source of investment education and investment manager information. On an ongoing basis the consultant(s) will:

1. Provide the NCHSAA staff and/or Finance Committee with quarterly performance reports within 45 days following the end of the quarter.
2. Meet with the Finance Committee as frequently as needed.
3. Provide the Finance Committee with an annual review of the Investment Policy Statement, including an assessment of the Association's current asset allocation, spending policy and investment objectives; and
4. Supply the Finance Committee with other reports or information as reasonably requested.

Other Policies

1. Annual Review. The Finance Committee shall review this policy at least once a calendar year to determine if modifications are necessary or desirable. The review will include a discussion of present asset allocations in view of an investment horizon of 30 years or more. If modifications are deemed necessary, they will be recommended to the Board of Directors for approval (if Board approval is required). All modifications shall be communicated to all investment managers and other interested persons. Any changes in asset allocations shall be made over time to minimize the effects of inadvertent market timing and to reduce transaction costs.
2. Special Investments. From time to time, the Portfolio may receive special investments such as real estate, partnership interests, limited liability company membership interests, or closely held stock. The policy of the Association is to sell or

**North Carolina High School Athletic Association
Investment Policy Statement**

liquidate such special investments for the best price possible, recognizing that to obtain the best price may require holding special investments for an indefinite time period. The Finance Committee shall review all special investments as each meeting and determine at each meeting the future steps, such as continuing to hold or dispose and on which terms, to take.

3. **Planned Gifts.** The Association or Trust from time to time may act as trustee of or in some other fiduciary capacity be responsible for, the investment of various planned gifts such as charitable remainder trusts, charitable land trusts, and charitable gift annuities. These gifts may be invested as part of the Portfolio or may be invested elsewhere. The

Finance Committee will review the investments of each planned gift for which the Association or Trust is a trustee or other fiduciary at least once a year to determine if the investment strategy for that planned gift is then appropriate. Association staff will monitor each planned gift and will inform the Finance Committee, if, in its opinion, a change is needed between annual reviews.

Acknowledgement

We acknowledge that we have reviewed this Investment Policy Statement, on behalf of the NCHSAA Board of Directors and understand that it serves to guide the NCHSAA Board of Directors regarding how investments are managed for the North Carolina High School Athletic Association, Inc.:

President, North Carolina High School Athletic Association, Inc.

Date

Vice President, North Carolina High School Athletic Association, Inc.

Date

Marilyn Q. Tucker, Commissioner
North Carolina High School Athletic Association, Inc.

Date

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION

Meeting of the Board of Directors – Agenda Item Submission

Name(s) : Deran Coe/Roy Turner

School/LEA/Conference/Group:

NCADA

We/I request that the following item be placed on the agenda for the next meeting of the NCHSAA Board of Directors:

Recommendation/Proposal: (State in detail the recommendation/proposal)

Reimburse athletic directors who achieve national certification. See attached.

- Rationale: (Why should the board consider and possibly pass this recommendation?)

To ensure all schools have highly qualified athletic administrators.

- Budget Impact: (What does this mean to a school's/athletic department's finances?)

No direct impact

- Educational Impact: (Does this mean loss of school time? Does it interfere with study time?)

No loss of school time or student time.

- Gender Impact: (Is this proposal fair to males and females?)

There is no impact related to gender.

- Effective Date: (When would this go into effect?)

Signature



Date

3/31/2022

As part of the first NCHSAA Strategic Plan under the priority of Education and Development, the need for national certification for all athletic directors was identified. This topic fell under the goal "All athletic personnel will be highly qualified".

The NCHSAA has taken great strides to encourage coaches to meet this goal by offering reimbursement for coaches who achieve certification through the NFHS certification program. We are asking that the NCHSAA demonstrate similar support for the professional development of athletic administrators who lead the athletic staff at their schools. Specifically, we propose that the NCHSAA reimburse athletic directors for completion of the required course work and related fees for certification as a Certified Athletic Administrator (CAA) and Certified Master Athletic Administrator (CMAA) – \$650 for certification as a CAA and \$875 for certification as a CMAA.

The attainment of professional certification demonstrates the completion of a comprehensive plan for self-improvement that will enhance the ability of the athletic administrator to better serve the school, community and profession without question, certification is one form of professional development that can improve job performance through increased confidence that comes with "knowing what you know." Standard practice creates discipline and consistency in the profession.. Great importance is placed on validation of skills and is viewed as evidence of an individual's personal drive and motivation. A life- long learner is a desirable professional employee that demonstrates the knowledge and skill that is necessary to fulfilling their professional responsibility. Many of the benefits are intertwined but may best be summarized as providing superior reputation, credibility and confidence.

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. The NIAAA Leadership Training Institute curriculum is accredited by Cognia. It recognizes and incorporates the professional development opportunities provided by the Leadership Training Institute. The attainment of professional certification demonstrates the completion of a comprehensive plan for self-improvement that will enhance the ability of the athletic administrator to better serve the school, community and profession. The NIAAA became a member of the National Certification Commission in October 1995 in an effort to stay abreast of information pertinent to the Certification Program on a national scope. On October 26, 2001, the NIAAA Certification Program was granted "full registration" by the National Certification Commission recognizing the NIAAA Certification Program as one meeting the commissions rigid standards of excellence

CAA Certification requirements:

- Bachelor's Degree
- Accredited Continuing Education
 - LTC 501: Guiding Foundations & Philosophies
 - LTC 502: Strategies for Organizational Management
 - LTC 503: Enhancing Organization Management
 - LTC 504: Legal Issues I (Liability for Sports Injuries & Risk Management)

- LTC 506: Legal Issues II (Title IX & Sexual Harassment)
- Two years of Athletic Administrator experience
- Completed Personal Data Form showing related experience earned by hosting conference or regional events and serving on committees.
- 75% accuracy on a 100 question multiple choice exam

CMAA Certification Requirements:

- CAA Designation, plus
- Accredited Continuing Education
 - LTC 508: Athletic Administration: Legal Issues III (Hazing, Constitutional Law, Disabilities Law, & Employment & Labor Law)
 - LTC 510: Athletic Administration: Legal Issues IV (Social Media, Transgender Participation, Event Management & Security, Pregnant & Parenting Student-Athletes, & Intellectual Property)
 - 1 additional 600 level course (Operations & Management Courses)
 - 1 additional 700 level course (Leadership Courses)
 - 3 additional electives from 500, 600, or 700 levels
- Completed Personal Data Form showing related experience
- Graduate level project, oral or written. Oral and written projects are peer reviewed and published.

We request that you show support of NCHSAA member school athletic directors by removing the financial barrier for ADs to pursue CAA and CMAA certification through professional development.

Specifically, we recommend that the NCHSAA reimburses athletic directors in the amount of \$650 when receiving certification as a CAA and an additional \$875 upon receiving certification as a CMAA. These amounts coincide with the average cost of a course at \$100 for the requirements at each level as well as the associated application fee final certification review.

<u>Year</u>	<u>CAA</u>	<u>\$650 each</u>	<u>CMAA</u>	<u>\$875 each</u>	<u>Total by year</u>
2009	2	\$ 1,300.00	NA	NA	
2011	2	\$ 1,300.00			
2014	2	\$ 1,300.00			
2015	5	\$ 3,250.00			
2016	4	\$ 2,600.00			
2017	4	\$ 2,600.00			
2018	29	\$18,850.00	9	\$ 7,875.00	\$26,725.00
2019	11	\$ 7,150.00	5	\$ 4,375.00	\$11,525.00
2020	9	\$ 5,850.00	8	\$ 7,000.00	\$12,850.00
2021	13	\$ 8,450.00	6	\$ 5,250.00	\$13,700.00
2022	4	\$ 2,600.00	2	\$ 1,750.00	\$ 4,350.00

Endowment Funds	3 year average value	3% disbursement	4% disbursement	5% disbursement	7%	Notes	Awards total currently (2021-2022)
General Endowment	\$ 22,852,856.33	\$ 685,585.69	\$ 914,114.25	\$ 1,142,642.82	\$ 1,599,699.94	General endowment earnings to be used for Grant funding, subsidizing smaller endowment fund programs, funds back to schools at year-end, funds for associaton events	Grant program: \$140,081; Subsidizing other scholarships: \$5,176.33
Hall of Fame	\$ 226,508.67	\$ 6,795.26	\$ 9,060.35	\$ 11,325.43		Funds to offset costs of Hall of fame Banquet	\$ 10,000.00
Adams Scholarship	\$ 200,747.33	\$ 6,022.42	\$ 8,029.89	\$ 10,037.37		4 x \$2500	\$ 10,000.00
Toby Webb Coach award	\$ 118,986.33	\$ 3,569.59	\$ 4,759.45	\$ 5,949.32		2 x \$2500	\$ 5,000.00
Gainy Scholarships	\$ 179,965.00	\$ 5,398.95	\$ 7,198.60	\$ 8,998.25		subsidized by general endowment earnings (\$1,001.75)	\$ 8,998.25
Clary Medal Student Award	\$ 135,390.00	\$ 4,061.70	\$ 5,415.60	\$ 6,769.50		2 x \$3000	\$ 6,000.00
Willie Bradshaw Scholarship (formerly known as Scholar Athlete awards)	\$ 136,508.33	\$ 4,095.25	\$ 5,460.33	\$ 6,825.42		subsidized by general endowment earnings \$4174.58 (awarding 12 regional/2 state)	\$ 11,000.00
Dave Harris AD award	\$ 31,318.67	\$ 939.56	\$ 1,252.75	\$ 1,565.93		2 x 750	\$ 1,500.00
McGee Scholarship	\$ 135,242.00	\$ 4,057.26	\$ 5,409.68	\$ 6,762.10		4 x \$1500	\$ 6,000.00
Tony Cullen Memorial	\$ 87,266.33	\$ 2,617.99	\$ 3,490.65	\$ 4,363.32		4 x \$,1000	\$4,000.00
Education/Health & Safety Fund	\$ 2,539,269.00	\$ 76,178.07	\$ 101,570.76	\$ 126,963.45			\$ 128,000.00
	\$ 26,644,058.00	\$ 799,321.74	\$ 1,065,762.32	\$ 1,332,202.90			\$ 190,498.25

General Endowment	\$ 1,142,673.95	5% for distribution	\$ 1,599,699.94	7% distribution
	\$ (1,001.75)	subsidize Gainey scholarships	\$ (1,001.75)	subsidize Gainey scholarships
	\$ (4,174.58)	subsidize Bradshaw scholarships	\$ (4,174.58)	subsidize Bradshaw scholarships
	\$ (140,081.00)	education-based grant program	\$ (140,081.00)	education-based grant program
	\$ 997,416.62	left to distribute to member schools	\$ 1,454,442.61	left to distribute to member schools

Hall of Fame Endowment	\$ 11,325.43	5% distribution
	\$ (10,000.00)	disbursement
	\$ 1,325.43	roll over in fund

Education/Health & Safety Fund	\$ 126,963.45	5% for distribution
	\$ (128,100.00)	
	\$ (1,136.55)	\$300/school (5.05%)

Scholarship Fund	\$ 51,304.53	5% distribution
	\$ (47,000.00)	actual distribution
	\$ 4,304.53	roll over in funds

HOLD FOR FP 12