



Board Meeting Agenda 10/6/24

Board Members:

Mark Buelow
Maile Cabinian
Michael Chang
Kevin Grant
Mike Lee
Kuu Robinson
Katie Kunimoto
Jasmine Norman

Officers:

President: Mike Chang
Vice President: Kuu Robinson
Secretary: Maile Cabinian
Treasurer: Dave Watase

1) Call to Order – (6:05 PM)

2) Welcome & Roll Call

- a) Virtual Attendants: Michael Chang, Mike Lee, Mark Buelow, Maile Cabinian, Katie Kunimoto, Kuu Robinson, Dave Watase, Racer Moody, Kevin Grant, Jasmine Norman

3) SafeSport – Scott Grillo

- a) 8/11/24 No update
- b) 10/6/24 – Denzel Scott has been added to SafeSports suspension list. An email needs to be drafted to go out to membership informing them that the list has been updated, provide them with the link to review who is on the list, and to advise them the potential consequence for having contact with individuals on the list. This should be a template email and should go out every time the list is updated. Katie may be able to help draft.
- c) 10/6/24 Discussed Jon Lum incident. Board agreed to treat the misconduct like high school and suspend him for the next event. We've looked into and discussed it with our officials so that they can better address misconduct in the future by authorizing them to use the yellow and red cards, as well as bring issues to the head table to document. Additionally we will have a coaches meeting to discuss how to handle misconduct and Safesport issues. Make it clear that the board will not investigate Safesport issues.

4) Financials – Dave Watase

- a) Financial Report
- i) 5/19/24 Current Bank Balance: \$90,000
- ii) 8/11/24 Mike to follow up with Dave for updated financial reports and distribute to board members.
- iii) 10/6/24 HFUSAW has \$84k in the bank. \$32k is for 2024-2025 budget. \$22k savings from C&C grant money used last season for Oahu only. \$10k is income year to date. Wrestling



leaders are at 134 members. Received more money to date than last year with current membership across the board due to our rate adjustments.

iv) 10/6/24 Need to approve Maui Style Wrestling to be an island affiliate. Mike Chang to send out info.

b) Budget & Spending

i) 8/11/24 Mike will get draft of budgets out to the committee asap to review and update as necessary. If committees do not provide feedback, then they will get whatever is allocated to them. Due date for committee budget responses no later than 9/8/24 so that we can include in next board meeting.

ii) 10/6/25 Mike provided 2025 budget to new Board.

c) Management of Physical Assets

i) Tracking/Storing/Inventory

(a) 5/18/24 Mats - 20 strips of black mats Stored at Kaiser High School

b) 8/11/24 10 new sets of laptops and recording equipment was purchased with NPRP funds.

c) 10/6/24 HFUSAW needs to rent a storage facility for all the laptops, shirts, and other equipment. (Need a volunteer to source storage and sign us up for storage, preferably in the Pearl City / Aiea area). Kuu to find a place to rent.

d) NPRP Grant

i) 8/6/23 Dave and Mike worked to submit a claim to get City grant money. Pending approval of our application. Applied for about \$40k. Applied about 7 days after the grant money became available.

ii) 3/10/24 Received about 22\$ of grant aid. There is a deadline to spend it. We have to turn in justification for how we are going to spend it. Discussed that we will spend it this year to pay our typical expenses currently budgeted for such as running clinics and events, paying for national team trips, purchasing equipment, overhead cost, etc. Any revenues generated this year will go back into the general fund as it has in the past.

iii) 5/19/24 Status Update, Ku`u started a budget tracker and will follow-up with Dave to make sure we use the money by deadline, June 30th

iv) 8/11/24 NPRP final report that details how funds were spent was submitted on 7/29/24 and accepted on 7/30/24. Since we used NPRP funds to fund most of the spring season, much of 2024 funding is falling back into the general fund and available for use next year. The total amount not known at this time, but looks to be approximately \$20k.

v) 8/11/24 Mike and Dave discussing a bookkeeper. Mike has been in touch with one and will follow up with them.

vi) 8/11/24 Malia would like a copy of the financial report.

vii) Discuss use of funds saved as a result of NPRP Award

(a) 10/6/24 Tabled.

viii)

e) Audit - Giles

i) 9/25/22 Giles requested an audit to be done.

ii) 11/04/22 Giles requested a third-party audit to be done. This is both in favor of starting on a clean slate and in regard to being a nonprofit organization to receive donations. Mike C. and Mike L. both in favor for third party audit. Mike C. to find out more information on this matter and report back to the board.

iii) 5/21/23 Tabled

iv) 8/6/23 Giles to pursue a CPA to perform the audit. Connect them with Dave to work with.

v) 3/10/24 No update.



vi) 5/19/24 Revisited 5 contacts. 2 contacts no longer in business. 1 of 3 contacts got back.
Forward info to the board.

vii) 8/11/24 Tabled

viii) 10/6/24 Tabled

5) Committees

a) Coaches – Lucas Misaki (Chair)

i) Committee Selection

(a) 8/11/24 No update

(b) 10/6/24 Lucas working on filling his committee

b) Outreach & Promotion – Julie Matseshe, Kuu Robinson, Maile Cabinian

i) 8/6/23 No progress on developing written verbiage. Board consensually agreed it should be around communication in forms to include but not limited to website, social media, outreach programs, promotion. In the immediate, it shall serve by finding facilities and planting clubs.

ii) 3/10/24 No update.

iii) 5/18/24 Giles to work on writing language for the new purpose of this committee. Mirror other states that have changed their membership committee purpose as well. Follow Up with Giles August 1st.

iv) 8/11/24 Kuu to follow up with Giles. Still trying to figure out what to rename the committee and determine its purpose. Something to do with communication and promotion.

v) OPC Committee Purpose

(a) The Outreach & Promotion Committee shall oversee and coordinate efforts to expand the organization's visibility, engage with the community, and promote its programs and initiatives. The committee will also develop strategies to increase community involvement, foster relationships with potential partners, and recommend initiatives aimed at enhancing the organization's presence and impact. The committee shall carry out additional tasks and responsibilities as delegated by the Board of Directors.

(b) 10/4/24 Open Discussion and Vote to approve. Discussed whether or not we should have it reference section 9 funding. May not be needed since other committee sections do not reference. Board will follow recommendations from legal counsel when bylaws are updated. Vote: 8 yes, 0 no, 1 abstain. Pass.

c) Officials – Erik (Chair), John Robinson, Eugene Woznock, Max Miura

i) 5/19/24 Vote: Use grant money to purchase ref shirts and paddles: Approved: Maile, Mike, Mark, Ku`u, Giles

(a) 8/11/24 Referee paddle equipment and shirts were purchased. Additional shirts were purchased and given to coaches who traveled and coached at Fargo and Turf War duals.

(b) 8/11/24 Per Erik, they would will be using HFUSAW events as training ground for new high school referees. They have about 12 new ones. Erik wants to know start date. Per Mark, Oahu events meeting 8/21. The first event is currently 9/21/24.

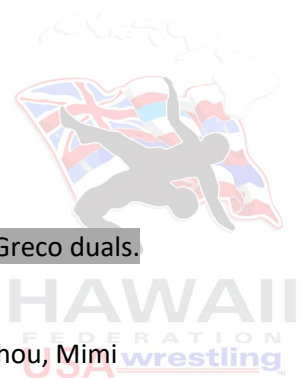
ii) 8/11/24 Erik has paddles and extra shirts in his possession.

iii) 10/6/24 Reviewed current status of officials committee with focus on Jr Officials program and new high school officials using our events for training.

d) Jr. / Cadet – Kuu Robinson (Chair), Lucas Misaki, Kevin Corbett, Mark Buelow, Giles Almeida

i) 8/11/24 Fargo was great. Had 3 All Americans (Kylie Zeller, Janaia Miguel, Analu Woode)

ii) 10/6/24 Reviewed typical focus being Fargo and Turn Wars.



- e) Kids – Kevin Grant (Chair), Mark Buelow, Grant Nakamura
 - i) 8/11/24 The event was back in Pocatello this year. It was great. 14U girls won Greco duals. Team Hawaii BBQ was epic. Great family and team bonding event.
 - ii) 10/6/24 Reviewed committees typical focus being Turf Wars
- f) Maui Style Wrestling - Board: Grant Nakamura, Lei Flores, Todd Hayase, Mike Donahou, Mimi Esperanza
 - i) 8/11/24 – No update
 - ii) 10/6/24 Do not have a fall season. Planning to have spring season and host their folkstyle championships first week of May.
- g) Women’s Committee: Ku`u Robinson (Chair), Katie Neste, Sarah Aoki, Sam Higa, Maile Cabinian
 - i) Women’s National Dual Team June 2025 (Juniors)
 - ii) Women’s Development Fund
 - a) Discussion: Kevin: How can I help? Create a true national dual team including girls from neighbor islands
 - b) Vote to fundraise and set money aside for this fund, to be managed by the Women’s Development Committee
 - (i) Vote: Approve: Giles, Mike L, Ku`u, Maile, Kevin
 - (b) 8/11/24 Anthony Apostal found donor to give \$5k towards funding woman’s national duals.
 - iii) Request to be a standing committee of the organization
 - a) Vote: Approve: Ku`u, Maile, Mike L, Kevin, Giles
 - iv) 8/11/24 Started all girls state (everyone all ages) and national practices (top 6 HHSAA or top 3 for HFUSAW 14U, 16U, Juniors) Committee is discussing how to reach outer island.
 - v) 8/11/24 Committee looking to facilitate conversation for starting UH woman’s program.
 - vi) 8/11/24 Mark seeking clarification if the intention is for the national duals to replace western states girl dual teams.
 - vii) 10/6/24 Had committee meeting last night. Discussed initiative for attending junior national duals and how it affects Turf War duals. No final answer.
 - viii) 10/6/24 Mark mentioned that the Women’s Committee crosses over with Junior/Cadet and Kids committees so their needs to be closer conversations and planning of travel events.
- h) Events – Mark Buelow (Chair), Cedric Yogi, Lucas Misaki, Mike Chang, Kuu Robinson,
 - i) Oahu Wrestling League
 - (a) 10/6/24 Fall season ongoing.
 - ii) State Events:
 - a) Junior Officials
 - (i) 8/11/24 Dave Chew submitted for it to be held at Kamehameha Schools 12/23/24. Date pending Kamehameha approval.
 - (ii) 10/6/24 Event confirmed with Kamehameha for 12/23/24. Tournament is built in Trackwrestling. Registration is open membership site.
 - b) Maui Folkstyle States
 - (i) First week in May.
 - c) Freestyle/Greco States
 - (i) Beginning of June
 - d) Who’s Next Challenge (8th Grade and Under)
 - (i) 8/11/24 Changed name of Oahu championship to “Who’s Next Challenge” to create hype and get more participation. Shooting for November 10th at Kaiser. Custom medals and awards.



- (ii) 10/6/24 Tournament is built in Trackwrestling and registration is open in the USAW membership site.
- e) Who's Next (High School)
 - (i) 8/11/24 Grant Nakamura is host and will sanction under USA Wrestling.
 - (ii) 10/6/24 Event will be at Baldwin. 2 Mats. 4 Referees. Needs help broadcasting on FloWrestling.
- f) State Camps & Clinics
 - (i) Athlete Appearance Program (Male & Female)
 - (ii) 8/11/24 Per Kuu, John Robinson is interested in leading this. Kuu will follow up with him. Mark thinks should be for Freestyle and Greco since that's our states greatest need. Kuu agrees, right after high school season, kids still in shape, can advertise at HHSAA state tournament. Malia agrees with Kuu. Mark able to work with John Robinsons to help find facility and other help if needed.
 - (iii) 10/6/24 Tabled
- g) Summer Prep Camp
 - (i) 8/11/24 Did not do. Decided to abandon the event this year based on conversations with other coaches and wrestlers. Kuu shifting focus toward hosting college duals.
- h) Western States Hawaii
 - (i) 3/5/23 Jeff Newbie is willing to help us set up a Western States in Hawaii, West Region event. Mark will update us as this develops.
 - (ii) 3/5/23 Mark is still in communication with Jeff on Western States in Hawaii no added developments at this time.
 - (iii) 5/21/23 Need a committee to work on this and plan for 2024. If this is going to happen we need the community to buy in. We also need to lock down a site asap and start to promote it to the mainland.
 - (iv) 5/19/24 Look to 2025. Start with something we have in place and make it bigger and better.
 - (v) 8/11/24 Mark and Mike met with Western States committee. They want to expand state events. People complain about members attending RMN and other events, but we are not providing the same opportunities. Western States still wants Hawaii to host. They are willing to help pay for and run it. 600 local and up to 100 mainland participants would be ideal. Need to figure out the timing. Determine which styles. All ages. Need to rally local support. Kuu suggests combining with college duals. Malia has some experience and may be able to provide insights for accommodations. Huge undertaking. Need someone to lead the effort with a team.
 - (vi) 10/6/24 Tabled
- i) Rumble in Paradise (College Duals)
 - (i) 5/19/24 Ku'u: Interest from several colleges for a dual meet here, including Clarissa Chun to bring down Iowa. Let's have a women's dual with 4 teams, and a men's dual with 4 teams. Prioritize teams with Hawaii kids on them so they can come home and compete in front of family and friends. Second day would be practice sessions with college teams, purchase tickets to practice.
 - (ii) 5/19/24 Mark: Great idea. Past Committee Mark, Al Chee. Chevron sponsorship. Each team put on a clinic to raise money to cover fees. November second weekend. Add clinic component.



- (iii) 8/11/24 Kuu has buy in from several college coaches, but they need 1 year in advance. See if we could use BYU. Can the state help with accommodation? Figure out in advance for mainland teams to make it easier for them to come.

(iv) 10/6/24 Tabled

j) Beach Wrestling

- (i) 3/5/23 Beach Wrestling is another new idea. Kuu is in discussion with Parks and Recreation to see if this is an event they will allow and where they will allow it. More will be discussed once it is available.
- (ii) 5/19/24 Need to find someone to lead this initiative
- (iii) 8/11/24 Kuu gave info to Salter to head effort. There are a lot environmental impact concerns he will have to tackle.

(iv) 10/6/24 Tabled

iii) Compensation for Events Coordinator

(a) 10/6/24 Discuss and Vote on compensating the Events Coordinator - The HFUSAW events coordinator is an invaluable position to our organization. We've included a budget to pay Trackwrestling workers, referees, trainers, host, but we did not budget to pay the person who oversees and coordinates everything to make it all happen. I believe this is an oversight that need to immediately address, and it should include all events from the current 2024 fall season and going forward. Conditions to Event Coordinator compensation:

- (i) The coordinator of an event to be compensated does not have to be the HFUSAW Event Coordinator. HFUSAW Events Coordinator may designate other coordinators to oversee and facilitate an event.
- (ii) Events must be a HFUSAW event sanctioned by USA Wrestling and may include camps, clinics, competition. To clarify, events hosted by and financially benefitting clubs or other individuals separate from the HFUSAW do not qualify.
- (iii) Events must be self-sufficient, such that the revenue covers all direct expenses included the coordinators compensation.
- (iv) Proposal for typical event in 2024-2025 season \$1 per participant (open for discussion). (250 participants X \$1 = \$250 payment to the coordinator)

(b) 10/6/24 Briefly discussed compensating the event coordinator. Voted to push to the committee to work out the details. No opposed to paying the coordinator. Also discussed pushing events to the community so that they host USAW events separate form the HFUSAW. Possibly have them pay HFUSAW a fee if they need our equipment or to run the event for them on Trackwrestling.

6) **Board Business**

a) Update Bylaws

- i) 5/19/24 USA Wrestling Parliamentarian \$75/hr to update bylaws
 - a) Vote: Approve: Mike L, Kevin, Ku`u, Maile, Giles
- b) 10/6/24 Tabled

7) **Old Business**

a) Website – Kuu

- i) 5/21/23 Kuu has gotten busy and cannot effectively manage the website due to other commitments. Board to help find someone one each island and or committee to update the website. Committees need to provide information timely.
- ii) 5/19/24 Julie Matsheshe to help build and manage new website



- iii) 8/11/24 Julia helping with website and social media. Kuu meets with her every Monday at 9am. Joyce Cobb Adams was helping and still wants to help.
 - iv) 10/4/24 – Going forward, website updates will be part of the Outreach and Promotions committee.
- b) AMR Facility - Giles
- i) 3/5/23 – Giles working on securing AMR as a potential site for Team Hawaii practice and events venue. Stipulations to having use of the facility would mean monthly board meetings and an audit. Tentative days to secure facilities that have worked for the team Hawaii practice in the past Friday and Sunday's. Giles to update the Board on what kind of audit is required, if those days are available and all other developments.
 - ii) 5/21/23 – Giles submitted a draft packet to AMR. Needs to change wording regarding private entities. There are some additional requirements. He will send it to Mike and try to resubmit this week.
 - iii) 8/6/23 - Giles to send Mike Chang the info needed to submit this week.
 - iv) 8/6/23 - Mark recommended we get a club plugged into AMR when we get the facility.
 - v) 5/19/24 No updates
 - vi) 8/11/24 No update
 - vii) 10/4/24 Giles was working on securing AMR for us. If this is a facility we still want, someone needs to take up this task to help us get it. No volunteers at this time.
- c) QuickBooks
- i) 8/11/24 Mike and Dave discussing a bookkeeper. Mike has been in touch with one and will follow up with them.
 - (a) 10/6/24 Mike has bookkeeper. Fee is \$30/hour if we want to use them.
- 8) **New or Other Business**
- 9) **Next Meeting**
- a) 8/11/24 Next meeting is scheduled for 9/15/24 5:30pm
 - b) 10/4/24 Next meeting is scheduled for 3/9/24 at 6:00 pm
- 10) **Adjourn (7:28 PM)**