



PRESIDENT'S MESSAGE

Hi, Coach -

Cheers for the approaching fall! In the hottest of summer, more and more are dreaming of cooling weather, cozy clothing, bonfires, and pumpkin- or apple-flavored anything. Let yourself look forward to those things if that is what you enjoy!

This spring and summer have been nothing less than a flurry around us while it feels like we're forced to stand still; it is a weird place to be. So much uncertainty and so many changes exist within our daily lives. It is easy to feel overwhelmed.

Now more than ever our role as coaches is critical. There is absolutely no way that we can control how things are going to go this week or next week, but we certainly can control how we react to it.

Strive to change the lens with which you view the situation. In a really weird way, this year is offering us an excellent opportunity to get back to the basics. We are far from helpless as we await the return of stunting! How are you going to tap into the collective creativity that your team possesses? This might be the year that you establish something magical with the fans that wasn't there before. Seek the good, or just be the good. You are a role model, Coach. They're looking to you.

Model what it is like to be safe. Show what it is like to respect everyone regardless of differences in situation or viewpoint. It's ok to show them that you're human and struggle with those things sometimes, too. Establish and maintain good communication with your administration. Reach out to others when you need a little boost.

Iowa needs Spirit, Coach, and the ICCA is here for you to help make that happen.

Angie Teowbridge
ICCA President

New Executive Directors Hired

~ Kenna Johnson ~

The ICCA Board of Directors hired Kristen Morlan and Melissa Hatfield as executive directors to replace the retiring executive director Jeanne Ehn during its virtual board meeting in June. The hirings went into effect July 1, 2020, following Ehn's last day of June 30. Morlan and Hatfield will serve with current executive director Kenna Johnson.

Both Morlan and Hatfield are highly qualified for the job and are well known in Iowa's cheer world. Morlan has been ICCA's president numerous times with her most recent role as president ending last spring. Morlan also has extensive experience as the former All State Director. Hatfield, also a past president, serves as the current All State Director and works closely with the judging side of the State Championships.

Ehn served as ICCA Executive Director from 2003 to 2020. She will continue on the ICCA Board as a Trustee.

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Cheerleading Isn't a Sport in Iowa... What That Means for School Districts

~ Jeanne Ehn, ICCA Trustee ~

This title might be shocking to many coaches! Reality check: it is the truth. There are many things to realize when it comes to figuring out how cheerleading fits into Iowa's schools and if it can become a sport. Cheer as a sport would be much different than sideline cheer.

Why isn't cheer a sport? In the Iowa Code cheerleading is considered an activity and not a sanctioned sport. In the simplest terms, cheerleading is an activity by law.

What does it mean to be a sanctioned sport? Being a sanctioned sport means at least 51 schools have told the IHSAA or the IHSGAU (who would govern cheer) that they would like their school to have a cheerleading sport's team. Governing bodies would then have to work with the Department of Education to get the law changed in the legislature.

What's the difference between a sideline team and a cheer sport team? Sideline cheer is exactly what we have in Iowa. Cheerleaders cheer for their school's sports teams. A cheer sport team would compete head to head with another team which would be the game-STUNT (see related article).

Are there different physical requirements for the cheerleaders? Both sideline cheer and STUNT require physical training and safety training. STUNT takes an elite level of skills, while sideline allows for a wide variety of skills.

Cheerleading is viewed as an emerging sport in Iowa. What does it mean to be an emerging sport? Basically it means schools are thinking about cheer becoming a sport but they aren't ready to commit to it. Schools aren't sure if they could field a STUNT team AND a sideline cheer team, or part of each. More education about STUNT is needed for schools to decide.

Are there different coaching requirements if cheer was a sport? Yes. Schools would have to hire qualified coaches who have a coaching authorization or coaching endorsement. Coaches would need cheer knowledge for stunting and safety. Finding a coach who has both the endorsement and cheer knowledge

Cheerleading...Continued on page 3

STUNT: A New Game for Iowa

~ Jeanne Ehn, ICCA Trustee ~

Almost every cheerleading coach knows the term "stunt" in relation to cheerleading. Many coaches and schools are still learning about the new sport/game for cheerleading named **STUNT**. Don't confuse **STUNT** with a traditional cheer competition like the ICCA State Championships or a national championship seen on ESPN. **STUNT** is a competitive game for cheer teams.

STUNT is an athletic competition where two cheer teams compete against each other to demonstrate their technique and synchronized skills. They use the exact same series of cheer skills in a head to head meeting. During the game or meet, the stunts are performed in the same order, to the same count, and on opposite sides of the mat. Skills are needed in partner stunts, pyramids, tosses, and even jumps and tumbling. There are several rounds in the four quarters with a more traditional team routine at the end. Coaches may substitute players or forfeit a set of skills during the game/meet. The players wear uniforms with numbers to ease substitution. Is Iowa ready for **STUNT** and a new way of thinking about cheerleading in our state?

Many high school cheer coaches will probably shout, "YES!" if asked this question. Of course they would say this! So would I! Coaches want to push their squads in skills and technique. Instead of being the group who supports a school team, they want to be the school team being supported by others. **STUNT** demonstrates the skills and techniques that they've worked to achieve. It is teamwork on a very high level. What cheer coach doesn't love having their kids be the focus while demonstrating skills?

While it is easy for coaches to want **STUNT**, the answer for schools is...well, complicated.

For **STUNT** to become a sport in Iowa, superintendents will need to contact IHSAA and/or IHSGAU and ask for **STUNT** to become a sanctioned sport in Iowa. This means the school has committed to fielding a team (up to 36 athletes), welcome a competition schedule which includes travel, and be willing to find or purchase the other necessary parts of hosting a game/meet.

Schools, including school boards, administration, and athletic directors, might like the idea of the athleticism of **STUNT** (depending on the success

Stunt...Continued on page 3

could be a challenge for many schools. Rules meetings would be required of coaches.

What are the coaching requirements for cheer as an activity? The qualifications for hiring a cheer coach are considered under "local control" meaning the school gets to decide what they require for coaching credentials. Literally any adult can be assigned by a school to be the cheer sponsor/coach if the school wants to do so. Sadly, sometimes cheer coaches are not required to have cheer or coaching knowledge to be hired. However, many schools do try to find someone who would like to coach the cheerleaders and are qualified through experience, or are willing to gain cheer education. Also, the majority of schools require coaches take the yearly NF Spirit Rules meeting and concussion training.

We know cheer is physical. Why does Sideline cheer remain dominant? For the majority of Iowa schools, it means they are happy with having sideline cheer supporting athletic teams, yet allowing them to be athletes. The school requires athletic physicals, gives cheer awards, supplies uniforms and equipment, etc. Schools find qualified cheer coaches or help the coach get the education they need to be successful. Many schools allow their teams to enter competition through the State Championships and other competitions. Cheerleaders get to do both parts (sideline and competition) if they wish.

There are many situations that schools would have to figure out if cheer is to become a sport. The physical demands and the "sport" of cheer will continue to grow. Excellence and safety are key to cheer becoming a sport, but it must be all over Iowa and in every size school; otherwise, schools are likely to remain as they are now. However, there is one element that will assure cheerleading to be in the future regardless of being sanctioned or not. That is the love participants have of cheerleading itself. There is no doubt, as long as there is a love for cheerleading, there will be places for it in Iowa's schools.



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of their cheer program) but they will probably worry about fielding a team year after year. There's also the logistics and expenses of having **STUNT** as a sport in their school. This is where the complications happen.

Because **STUNT** is now an athletic game (because cheer would be sanctioned), it must be funded by the school. **STUNT** requires qualified coaches, uniforms with numbers, large performance and warm up mats, transportation to meets (which could be a great distance), and officials and workers to run a meet. These could add a great expense to the athletic budget.

Scheduling games/meets can also be difficult because it is a spring sport. Considering the spring already has track, golf, tennis, and soccer, it could be difficult finding open dates and scheduling the required gym space. Again, the numbers of participants could be a challenge going against other sports. The good of having **STUNT** in the spring is that sideline cheer can work towards the stunting requirements during each cheering season. This might mean more participants out for sports in the spring.

It doesn't take much to understand that the requirements could be a challenge for many schools and give athletic directors much to worry about. That doesn't mean it is impossible. I want to believe it will happen. Cheer will become sanctioned, but it will take a while. As coaches, we need to be patient and continue to build our programs so a team of **STUNT** players is possible. Soon, the idea becomes something schools feel they must do, and not something to think about doing.



PARENT MEETING DO'S & DON'TS

~ Michelle McCann, NW District Representative ~

Throughout all of the craziness that we have been dealing with, I know I am trying to stay cautiously optimistic about the fall cheerleading season, and even though there is still a lot of unknown about the future, I know other coaches are still trying to prepare for the fall to the best of their abilities.

One thing that is so important for me as a coach to have for my seasons every year is an annual parent meeting. Why is a parent meeting so important? Mainly because it is a prime opportunity for you as a coach,

Parent Meeting...Continued on page 4

along with any of your other coaches, to connect with the parents in your program. When I first started coaching, I used to be scared and intimidated by parents. But over the years, I have learned that making connections with the parents who are entrusting their kids with you not only can help you as a coach, but it puts them at ease to get to know the people that are coaching their children. Here are some do's and don'ts when it comes to planning an efficient parent meeting:

✓ DO: Make your meeting mandatory. You want to make sure that all of your cheerleader's families take advantage of this opportunity to get any and all information about their cheer seasons. I typically say that at least one parent/guardian, along with the cheerleader is required to be there. If for some reason there is a family that is unable to attend for good reason, make a point to connect with them at a different time personally, or you could even have two parent meeting times to give families options.

✓ DO: Get there early and stay late. You should be the first one at your parent meetings. This way you can greet families as they come in and direct them as you need to. Staying after is another great opportunity to mingle with and get to know your families.

✓ DO: Be organized! If you want your meeting to be efficient and not drawn out, know the topics you will be touching on, and go in an order. I always make an outline that I can go off to help stay on track. One thing I've also found helpful is to encourage parents to write down any questions during the meeting, and then have a Q & A at the end. This can help from getting too off track during the meeting when answering questions. Efficiency is key!

✗ DON'T: Make your meeting too long. Going along with being organized, be efficient with your meeting. Yes, it's important to cover your information, but do it in an organized and efficient way. Parents don't typically want to sit through a 3-4 hour long meeting. Again, have a plan and stick to it!

✗ DON'T: Leave out any information. It is important for me as a coach to make sure that my cheerleaders and their parents have an understanding of what the seasons look like and what my expectations are. Gather any and all information about your program and seasons to share with them at the meeting. Have handouts for them to look at (rules, schedules, order

Coaching Your Assistants

~ Dana Logan, SW District Rep. ~

If you're lucky enough to have one or more assistant coaches for your cheer program, you know just how valuable the extra set of hands can be during all of the practices and game schedules you juggle.

Over the past decade I've had the opportunity to both work as an assistant coach and to work alongside several assistant coaches for my own program. With all the much-needed help assistant coaches can provide, they can also add to your stress if you do not define what your expectations are for their job. It's important to be extremely clear about what their role will be throughout different events during the season. They're not mind readers, and if they come from a previous cheer program that is nothing like yours, they may see their potential role as much larger or much smaller than what you're envisioning.

I have found it's much easier to get ahead of any foreseeable issues or miscommunications by having a coaches meeting prior to tryouts each season to reiterate exactly what I need from them to make it a smooth-sailing year. Some examples to outline your team effort:

General Expectations

- Publicly support program expectations and rules/instructions laid out by the AD/Head Coach/other assistant coaches, etc. Be a united front!
- Respond to Head Coach, cheerleader, and parent calls/texts/emails DAILY.
- Attend all tryout practices and complete judging responsibilities. Scores and selection process are to be kept confidential.
- Attend all fundraising events.
- Do not accept friend requests from current cheerleaders on any social media platform. Maintain a professional coach/athlete relationship.

Expectations for Practices

- Attend all after-school practices, supervising primarily underclassmen. Arrive at least 10 minutes early and be prepared to stay at least 10 minutes late (entire season schedule provided 1 month before season begins).

forms...etc.) during the meeting. This is the best time for you, as a coach, to communicate with the families involved in your program, so include everything you can!

Remember, as a coach, the best thing we can do to gain our cheer parents' trust is to have an open and honest relationship with them. Your parent meeting can set the tone for your season and more often than not, it is a first impression of you for these parents, so make a good one! Be communicative, be approachable, and do what you can to let your parents know that they can trust you with their child.

Coaching Your Assistants...Continued from page 4

- If you have a planned or emergency absence, this needs to be communicated to the Head Coach ASAP.
- Have a practice outline of what you want to accomplish at each practice when we're broken into our small squads.
- If going to be absent, practice plans for your squad(s) should be submitted to the Head Coach (just like lesson plans left for a substitute teacher).
- Assistant coaches should be actively supervising during practices and not conducting personal business, using their phones, etc.
- Constant feedback should be provided during stunts, jumps, cheers, etc.
- Enforce program disciplinary procedures; keep precise attendance/behavior records on the sheet provided.

Expectations for Games

- Arrive 45 minutes prior to scheduled events to supervise your (9th/JV) squad's warm ups and game prep. This warm up time should be used to run through ALL stunts that are planned to be used during the game and everyone should be aware of the game plan (what's happening at each quarter, half time, time out, etc.)
- Make decisions about cutting specific stunts from the game plan if they did not go well during warm up.

Coaching Your Assistants...Continued on page 6

WHO'S THE BOSS?

Establish Yourself as COACH

~ Paula Kirkpatrick, SE District Rep. ~

Maybe you are a new coach. Maybe you are young, not that much older than your cheerleaders. Maybe you don't teach where you coach, so the team doesn't know you. You walk into practice and the squad doesn't listen. They talk over the top of you. They laugh and mess around. They only want to stunt. They come in late. They just don't seem to respect you as COACH. **But you are the coach.** They are your team. If this sounds familiar, here are some tips.

- First of all, refer to yourself as Coach. Ask to be referred to as Coach (not sponsor) in game programs and by the AD. You are coaching your team, not sponsoring them.
- Begin the season with a parent meeting. Explain your plans, your rules and expectations. Have those rules and expectations written so each family gets a copy. Share with the principal and AD and get their support.
- Have a practice plan and stick to it. Have it written down and refer to it throughout the practice. Share it with the team at the beginning of practice.
- Begin and end each practice with the team sitting down and listening.
- Be sure you stick to your rules and expectations. Have consequences for being late, messing around in practice and at games, etc. And follow through! Be positive and praise when things go well.
- Have a game plan. Set expectations about cheering the game. Be an active coach at games.
- Reach out for help if you need it. Talk to other coaches at your school, or contact other cheer coaches through ICCA.

ICCA is on Facebook, Twitter, and Instagram!!



Iowa Cheerleading Coaches' Association



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Coaching Your Assistants...Continued from page 5

- Supervise throughout the game and provide feedback verbally or by filling out a game day evaluation form.
- Handle any misconduct scenarios by removing cheerleaders from the court if necessary.
- Communicate any major successes or disciplinary issues to the Head Coach for recognition and/or follow up of rules infractions.
- Take photos of "spirited moments" for our cheer social media pages.

By going over all of these expectations prior to the start of the season, you will be setting up your staff for success. If any of these duties are not being adequately met, have a one-on-one with your assistant coach and remind them of what you need from them in any of the areas you've been having problems. Most of the time that will be enough to turn it around.

If constant issues present themselves and expectations are not being met (such as skipping a lot of practices), be sure to document everything as much as possible and keep your Athletic Director in the loop on issues and what you've tried to do to correct them. It may come down to the fact that a certain assistant's schedule or decision making abilities aren't a good fit for your program, and as the head coach, you have the power to decide what you need, and therefore, can change your assistants' requirements the following year. It's your job to continually reevaluate what went well and what could be changed to improve your season, then communicate that to your staff or new hires.

Overall, I've found that most people want to be an asset to the coaching team and will feel confident in their conduct if you've clearly laid out what you need and how they can help your squad achieve success! Remember to thank your assistants for all they do, because if you get great help and can hang on to them for several years, it will enhance the entire cheer environment for both you and your cheerleaders!



Are You Rule Compliant?

~ Erin Taylor, Rules Interpreter ~

Cheer rules can feel daunting, but once you know how to find the rules, they are actually pretty simple. As an Iowa cheer coach, you are responsible to know and follow the National Federation Spirit Rules and the Iowa strengthened rules. The NFHS spirit rules are listed in the spirit rule handbook, which is mailed to your school in the fall. The book is also available digitally. The Iowa strengthened rules can be found on the ICCA website. Here is a simple rule checklist to start your season:

- Take the Online Rules Course given by the ICCA (available August 3-27, 2020)
- Read the NFHS Spirit Rule Handbook
- Cheerleaders - No jewelry, hair up and out of face, and nails are short (all practices, games, performances, pep-rallies, parades)
- Cheerleaders are in proper attire
 - * Official School Uniforms (games, meets, pep-rallies, performances)
 - * Official School Warm-Ups (only outdoor contests or performances when the weather dictates, NO hoods, gloves, or slippery pants while stunting)
 - * T-shirts and shorts (ONLY appropriate for practice or a summer parade or special event that is not put on by the school such as Walk for MS)
- Stunts should be taught following skill progressions and the NFHS Spirit Rules
- Any rule questions can be directed to Erin Taylor at iowaerintaylor@gmail.com after you have checked the NFHS Spirit Rule Book and the ICCA Website

Be informed, read the rules, and ask questions; these are all ways to increase your coaching knowledge and help make you a fantastic coach.

In need of information about cheerleading?? Check the ICCA website!!
www.iowacheercoaches.org

Coach of the Year Nominations Needed!

~ Kristen Morlan, Executive Director ~

Working with kids, parents, administrators, and the public. Organizing a program that benefits all kids and their community. Providing opportunities for students to lead on the field, yet also be a part of a team. These are all things cheer coaches do on a daily basis. You've seen them at work with their cheerleaders, encouraging them, supporting them, and just having fun with them! The ICCA knows that there are many great coaches in our state, and we like to recognize them for all that they do. Please take the time to nominate one of them for the ICCA Coach of the Year Award!

This award is for an active cheer coach in Iowa who demonstrates the highest standards of sportsmanship, ethical conduct, and community service. Coaches should be actively involved in ICCA programs and can be from throughout the state. Nominations will only be accepted from ICCA member schools.

Any administrator or cheer coach may nominate any active cheer coach for this award. Please include at least two letters of recommendation (not more than three) along with the nomination form. The winner will be honored at the ICCA Conference, the State Championships, and an Honor Squad performance.

For inspiration, you can find the names of previous winners under the *About ICCA: ICCA History* tab on the website! If you have someone in mind but aren't sure how to get recommendations from their school, or you just want to suggest someone that could be contacted, please let me know! If you think you know a great coach, then we want to recognize that person! For questions, contact Kristen Morlan at kbmorlan@gmail.com.

Further information and the nomination form can be found on the ICCA website under the About ICCA: Awards tab.

Completed Active Iowa Cheer Coach of the Year Award nomination forms are due December 20th. Send all paperwork to Kristen Morlan, 2180 Beryl Street, Marion, IA 52302.

Cheering at AWAY Games

~ Melissa Hatfield, Executive Director ~

We all know that things will be different this year when we start to attend away and out of town sporting events. Even though we don't know exactly what those changes will be, it is still going to be very important for the cheerleaders to be positive, crown engaging, and ready to cheer on their team no matter what the situation is. They are going to be seen as the leaders and those that embody good school spirit in the midst of all the changes.

If your team rides a bus to away games, remind your kids to be respectful of the driver and any others that are riding with them. Some schools have a bus just for the cheerleaders. Some send them with the JV team, and other schools don't provide transportation. No matter how they get there, they should always have good manners and remember that they represent the school, you, and themselves. Clean up after yourselves and always thank the people who are getting you to the game.

When you and your team get to an away game, get a good feel of where things are. For example, know where the restrooms are and where the concession stand is. I would always make my kids go in groups of two if they had to leave the sidelines just to make sure they were safe. Find a spot to put your bags, coats, etc. and you as the coach should stay by them and make sure things are taken care of. Always have your medical forms with you in case of emergency. And, if someone needs medication, has an injury, or a medical issue, you need to know about it.

Before the game starts, take time to meet the home cheerleaders, if possible. Most of the time, they will come and introduce themselves, but they might be busy with a special theme night or other cheer preparation. Always follow the rules no matter where you are! The home cheer coach will go over anything that needs to be addressed, and there might be rules specific to their school and/or facility. Be attentive and listen to what they are saying. Thank them for everything, and ask questions if there are any.

When the game starts, your cheerleaders should be POSITIVE! Getting the crowd involved will be important so cheer to the students AND the parents/fans. They really do appreciate that you are there and leading the crowd. Don't let your squad get wrapped

Cheering at Away Games...Continued on page 8

up in negative cheers about the other team or school. Your cheerleaders should always work with the crowd to show good sportsmanship, no matter where you are or who you are playing. Have fun with the cheers and chants by incorporating poms and signs!

At the end of the game, be sure that everyone has all of their belongings. All cheerleaders should check that they have their warmups, poms, uniform pieces, and personal items. You don't want to get on the bus or figure out on the way home that someone has left something behind. At an appropriate time (say 15 minutes from home), have your kids let parents know when they will be getting back to the school. As the coach, you should wait at the school with them until everyone has been picked up.

The biggest thing that everyone should focus on when cheering at an away game is to be positive no matter what. There will be struggles along the way, and there are likely to be changes we don't even have the details for yet. But, knowing that every single cheerleader and coach is going into every game with a great attitude and outlook, we know we will be able to overcome anything! Good luck this year!!

CHALLENGING KIDS TO WORK HARD

~ Desiré Grismore, SW District Rep. ~

I'm on many different websites, blogs, and Facebook groups for cheer coaches, and I see coaches post or comment that their squad won't work hard, or they can't get them to do what they need to do. I can totally understand and empathize with these coaches and, you, if you feel this reflects some aspects of your squad. I was there! And I still work for a harder work ethic in my squads. These are some things that have helped me gain success, and I hope they will help you too!

Set Your Expectations and Stick to Them I have a cheer contract that every cheerleader and parent signs that sets my expectations. That contract has information on when they should be at games, expectations for practice and games, expectations outside of uniform, and the consequences of not meeting these expectations. It's all in black and white. HOWEVER, this is all great and dandy, but it doesn't mean anything if I don't stick to it and follow it. And sometimes that is HARD. Having to remove my

Creating Your Cheer Program Handbook

~ Sandy Norby, Shrine Bowl Director ~

Every successful organization is run based on a handbook, which outlines and guides the participants in the organization on the rules and expectations. Without a handbook, organizations and programs can become subjective, unpredictable, and lack structure. As a cheerleading coach, an important part of your leadership is to partner with your school to develop a handbook for your cheerleaders and their parents. Providing this guidance and structure from the get-go will alleviate most misunderstandings and events throughout the season. Below are some ideas of topics to include in your cheer program handbook:

- All coaches' contact information
- Schedule for the season, including all event and practice times (Do your best to include arrival times for events, if they are different from the start time of the event)
- Attendance rules and consequences for unexcused absences
- Conduct expectations in and out of school
 - Emphasize their role as representatives and leaders of the school
 - Partner with the school to align your program conduct policy with the school's conduct policy
- Uniform policy, including instructions for caring for the uniform (see ICCA's Spirit Rules website for more clarification)
- Required and optional cheerleading camp information
- Fundraising activities, plans, and expectations around involvement
- Financial obligations (i.e. undergarments, socks, shoes, poms, camps, etc.)
- Bus departure times for events (include arrival times if you want cheerleaders at the location prior to the bus departure times)

strongest stunter because of a conduct violation was tough, but it set a precedent that I was serious about the contract. But it also shows that I'm fair. Just because a squad member is the loudest, senior, captain, tumbler, or whatever the case may be, does not mean he or she is exempt from the consequences of their actions. It's tough in the moment, but sticking to your expectations makes your cheerleaders know that they need to, too. It helps everyone to up their work ethic both in and out of uniform.

Set Goals At the beginning of every season, I get one of those big sticky notes out and my squad and I sit down to set our goals. These goals are squad specific, but they could range from getting more crowd involvement to hitting a full-up lib. Whatever the goals are, we also write HOW we are going to meet these goals. It's a group effort that shows each squad member that if one doesn't work to meet the goal, he or she is letting the rest of the squad down. We then post them where we can see them frequently. (This year this will be in my classroom where we will meet for practice.) We evaluate and readjust when we need to. This not only helps them push each other to work harder, but it helps them hold each other accountable as well. No one wants to be the weakest link. And don't forget to CELEBRATE! Meeting a goal is an amazing thing! It doesn't matter if the goal was that everyone showed up on time to practice for a week straight or that they hit the craziest pyramid in school history... each victory needs to be rewarded!

You, Coach, Set the Tone When you come flying into practice without a plan, those strong-headed athletes will take over. To be successful with a hard-working squad, you need to work harder. This may not be physically harder, but it can be! It starts with planning. What is practice going to look like today? What will you focus on? I like to plan my practices out in short time increments so that I don't get distracted. (I'm easily distracted, my cheerleaders know that, and they totally use that to their advantage when they're not feeling like pushing themselves too hard that day.) I might even tell them what the goal is that day. When it's a conditioning day, tell your squad why they're doing those hundreds of leg lifts -- to get higher jumps! It helps them to push through and work harder. No one likes to work hard for no reason. And if you yourself can physically do some of those conditioning things, do it! My squad always loves to outwork their coach. But if you can't, (each year it gets harder and harder for me), then set some healthy competition between

Challenging Kids...Continued in next column

the girls. Each girl has a strength, and have the squad try to outdo that person on their strength. It builds confidence and endurance.

I know that this year is going to be a learning year for all of us with new guidelines for just about everything, but hard work is something that will always be beneficial. We might be working towards some different goals this year, but Covid-19 will not keep cheerleaders from leading the crowd with spirit, having higher jumps, sharper motions, or louder voices. All of these things are skills that each of our squads can work hard for!

Handbook...Continued from page 8

- Procedures and rules for checking out with coaches after events if cheerleaders are not riding home on the bus
- Signature page for parents and cheerleaders to confirm they have read and agree to the outlined expectations

To present your handbook, it is helpful to hold a session with parents only to go over the expectations and answer any questions they may have from the parent perspective. This could also be a great way for you to solicit volunteers for events if you need them, as well as gather ideas around transportation, team-building events, and fundraising. Then, at your first practice, you can review the handbook with the cheerleaders and require a date for the signatures to be completed. Starting your season off with firm expectations will set the tone for a season with cheerleaders and parents who will all work together to make it a successful time together.

**Paperwork Deadline is
SEPTEMBER 24.**

Paperwork Deadline for **ALL ICCA EVENTS** is **September 24, 2020**. This is for State Championships, Honor Squad, and All State tryouts. All paperwork must be submitted together in one envelope that is postmarked September 24 or before by the post office. (No school postage meters are accepted.)

Paperwork for **ALL ICCA EVENTS** can be found on the website under the **BACK TO SCHOOL MAILING**.

Leading Your Student Section

~ Bethany Brink, At Large Rep. ~

If your team has gotten so focused on stunting and skills that it is all they want to practice, this year could be the perfect time to remind your cheerleaders that their primary role as a cheerleader is to LEAD CHEERS.

What are some things you can do to get your crowd or student section involved? I always say that repetition is the best way to learn something, whether it be your cheerleaders at practice or your crowd cheering along to a defense sideline cheer. The tried and true cheers are the ones that the crowd knows, and they know what to yell with the cheerleaders.

But what about adding in new cheers? It's always fun to try out a new sideline or call back cheer at a game... until no one yells along. Just like the cheerleaders when they learned it, the crowd will need some practice with it too. Use signs to tell the crowd what to say, or poms if they need to yell a color. Try teaching the cheer at a pep rally, or post a video of it on your cheerleading social media so the fans know what to do. Don't give up on it just because it didn't work the first time. Keep at it! The more you do it, the better the fans will do.

How do you get your student section on board with the cheers we are doing instead of starting their own cheers? As a cheer team, a student section can be your greatest ally or a thorn in your side. You really want the student section up and cheering, but you don't always want them to be in charge of what is being chanted. It is easy for one student to say something that isn't in great taste and the whole crowd joins in. As a coach, pick out that person from the student section that seems to be the leader of the pack. Get him or her involved as a cheer liaison to the student section. When that leader and the cheerleaders work together to get the crowd going, so much school spirit comes out.

2020-2021 Rep Council Members:

Jordan Sytsma - Gilbert HS

Jenny Rinehart - Southeast Polk HS

Dan McCann - Center Point Urbana HS

Tammy Schafer-Schwerin - South Hamilton HS

Getting Quality Jumps

~ Betty Lou Jones, All Stars Director ~

Over the years I have found the most important things to getting better jumps are a lot of practice and conditioning. To some, jumping is not easy; then on the other side, it comes naturally to some. For those who jumps don't come easily, it takes commitment to work hard and a desire to improve their jumps. It can be done.

Conditioning is an important element in jump training. You need flexibility, endurance, and strength to improve your jumps. Flexibility will help increase height of jumps and reduce injuries. While endurance lets you do more jumps and gives you the ability to perform longer, strength will help you perform better jumps and also helps with all aspects of cheerleading.

Flexibility: Stretching is a very important part of achieving more flexibility. You need to stretch all of your leg muscles, arm muscles, and back muscles. They are all important in jumping. You should always start your stretching with some type of aerobic exercise. You could do jumping jacks, jogging, or other types of activities that get your heart pumping and blood flowing. You can find different stretches on the internet, in books, or maybe you have a trainer or other coaches that can help you.

Strength: Strength is needed in jumps to increase height. You need to increase the strength in your legs, abs, arms, and shoulders. All of these parts of your body are needed to be strong to get good jumps. There are different types of strength training. You can work in a weight room, you could do plyometrics with or without boxes, plus there are many other exercises like wall jumps, straddle leg lifts, and lunges just to name a few. Put together an ab workout that includes all parts of the ab. Once again you can find these on the internet, in books, or ask a trainer or other coaches.

Endurance: Endurance is needed so your cheerleaders will have the energy to perform jumps and other cheer skills. Good conditioning will also help reduce injuries. You can use different jump drills and there are many of them. I always liked to use drills that included the jumps so they practiced their jumps while they built their endurance. A few that come to mind are what we called "5, 4, 3, 2, 1." The cheerleader would do 5 of one jump, then 4 of the same jump, all the way to 1. I usually had lines of cheerleaders, and the first

Getting Quality Jumps...Continued on page 11

line would do 5 jumps, then the second line would do 5 etc. When all lines were done, move on to start with 4 jumps. Some would do this same drill starting with 1 and working up to 5. Also jump circles and partner jumps are fun.

The important thing to remember is that conditioning, flexibility, and endurance are all important to improve jumps. It takes practice and dedication to get better jumps, but it can be done.



JUMPS

~ Sarah Buss, Central District Rep. ~

Great jumps won't happen overnight. You can't start off with one practice to review technique and expectations in the beginning of the year and expect them to be great the rest of the season. It takes many hours of practice and training.

I suggest, "Jump Lines." We have a flow in our practice where the cheerleaders just know they will do jump lines and the "Great 8" at the start of each practice.

How to do jump lines: Ask your team to spread out in multiple lines. Have them kick right and left to make sure they won't hit the athlete next to them. They may have to stagger to the front or back to achieve this. Then have a list of jumps. We use: Tuck Jump, Spirit Kick (right and left), Pike, Front Hurdler, Toe Touch and Double Toe Touch. I pump the music and the girls start the tempo of counting. Front line begins with your teams' counts to prep for a jump, and they complete a tuck jump then wait crouched down on their toes. The second line does the same thing, then the third, then the 4th. When each line is not jumping, I encourage "mat talk" encouraging the current line that is jumping and pumping them up. Our coaches stand around the room and help add technique suggestions to individual jumpers after they have finished each jump. We usually repeat each jump 2 times and will do Toe Touches 3 times. Additionally, I have the girls mix up their jump lines (who they stand by in the line each day) and especially ask upperclassmen to intermingle to assist with helpful tips to the underclassmen.

This happens at EVERY practice. We never skip them. By doing them at every practice, you are

Jumps...Continued on page 12

Rep Council – What the Heck Is It??

~ Cindy Pangburn, Vice President ~

Do you ever hear anyone talking about ICCA Rep Council and wonder just what is it??? Let me tell you about it!!

Rep Council allows you the opportunity to get more involved with ICCA as an organization, with opportunities to also volunteer at ICCA events. While doing so, you learn about each specific event and you get to know other coaches from around our state. Sounds fun, right?

ICCA is always looking for feedback from coaches across the state and being on Rep Council YOU can help with that. What a great way to get your voice heard!

What is required:

- You **MUST** attend Conference
- Attend two meetings a year, one at Conference and one at Honor Squad practice
- Review minutes from quarterly board meetings
- Volunteer when needed at ICCA events
- Encourage membership to non-member schools
- Write articles for the newsletter (and I guarantee this is easier than it sounds!)

YOU would serve as a spokesperson for the ICCA. You can help promote safe cheering, help others learn the rules and who to get in touch with, if they have questions about the rules.

Each November Rep Council is advertised in the newsletter. If you are interested, simply submit your name and a one-paragraph essay stating why you want to be on Rep Council. This is due March 1 to the ICCA Vice President. If you are chosen, you will serve one year (although if no one from your district applies, then you may re apply for another one-year term.) You can check out the ICCA website for more details.

If you are looking for a way to learn and grow as a coach, get more involved with ICCA events, have opportunities to network with other coaches as well as offer more possibilities for your cheerleaders, Rep Council may be for you! If you are curious and have questions please feel free to contact Cindy Pangburn (cpang60@yahoo.com).

developing muscle memory, you are creating an exercise that practices technique but also is cardio, and you are emphasizing that jumps are a key element of cheer. It is also extremely important (in my opinion) to stress technique over the height of the jump. I really stress pointed toes, chest up, no bent knees, level arms, and a SMILE, of course.

Two other important steps in accomplishing great jumps are stretching and conditioning. Both are important to invest dedicated time at each practice. This prevents injury and also prepares the muscles to accomplish the height and technique that you need to have beautiful jumps. If your body is in better shape, everything benefits.

For more information, including demonstration videos or more in-depth outlines of our "jumps lines" and "great 8" drills, contact Sarah Buss (sarah_buss@yahoo.com).



Being Your Own Choreographer

~ Paula Kirkpatrick, SE District Rep ~

Being your own choreographer is hard! It is stressful. At least it was stressful for this coach! But at our small school, it was my only option. Hiring a choreographer was out of our budget, but our team wanted to compete in the cheer/dance division and in group stunt at the State Championships. So it was up to me, as the coach, to choreograph our routine. I used several resources. The best resource was watching videos of other routines. I used previous state routine videos and videos on Youtube. I used these for ideas, not to copy. Remember, though, that not all skills on videos are NFHS legal. Be sure you know!

I also used what we learned in camp. We learned stunts and some pyramids with transitions, so I would incorporate those into the routine. We would learn dances in camp. So I would use those and/or modify them as necessary to fit into the routine. (Dance was my weak point!) I would also use help from my senior cheerleaders. They could come up with some 8 counts, and we would work them together to put them into the routine. They have good ideas!

Another very valuable resource was the state championship rubrics. They told me exactly what I needed to incorporate into the routine. I knew my teams' strengths and weaknesses and could use the

Choreographer...Continued on page 13

TRENDS IN PRACTICE ATTIRE

~ Tami Doyle, Honor Squad Director ~

Practice wear can be a wide range of items. When planning for practices, coaches should consider additional events or activities where they might use their practice wear. Plan so that your fashion story can be mixed and matched to get multiple uses!

- ◆ Community Events (such as parades, causes) -- try a cute polo/skort outfit.
- ◆ School Events (including Homecoming, pep rallies, clinics, game day) - consider a practice top with name and grad year paired with leggings for game day, paired with shorts for practice and even that same polo/skort for a clinic.
- ◆ September Childhood Cancer Awareness Gold or Pinktober - choose a fun fashion color which can be used for these special months.

On trend lettering is sublimation, glitter heat transfers, foil, and fashion fabrics with bling.

Sublimation -- where lettering is dyed into the fabric -- is very trendy, and there are so many ways to design your look! Sublimation tops, tanks, shorts, bras, socks, bows and scrunchies! Sublimation tends to be a little higher in price.

Make sure your cheerleaders have a good shoe and bag to keep all their cheer items together. Budgets are always a concern so make sure you can mix and match. Package your looks to get the best discounts. Stock products are typically less expensive but just as cute!

Check out this vision board showing cute practice trends!



rubric to optimize our routine. Plan it all out. I wrote our routine out by hand, using 8 count sheets for all the music parts. I planned one section at a time, then we would work through it in practice. Attend a session at Spring Coaches' Conference that deals with choreography. I did that and got a lot of good ideas and tips.

I felt choreographing our own routine gave me an advantage. I knew my team. I knew their skills. I didn't put things in the routine that we couldn't do. Ultimately, I didn't have to undo or redo a routine that we had paid a lot of money for.



ICCA: Proud and Strong

~ Jeanne Ehn, Trustee ~

Who are we, the Iowa Cheerleading Coaches' Association? We are cheerleading coaches who want our cheerleaders to be safe, respected, and skilled. We are coaches who used to be cheerleaders and are still in love with cheering and supporting our school teams. We are teachers, secretaries, parents, or employees of a business who coach because we just want to see our school's cheerleaders succeed.

We are coaches who want our school and community to be proud of our cheerleaders. That is part of the reason why we took the job. We had no idea it entailed all it does, or that we'd be paid so little for the many hours of practices and games. No one told us that we would be a counselor, teacher, negotiator, be called mom/dad, or have to be an expert in uniform repair with 3 safety pins. We happily carry bobby pins, fingernail clippers, and tampons because you never know when they will be needed. We do it because we are cheer coaches.

We are Iowa. Iowa's cheer coaches: proud and strong. Coaching sideline cheer is our thing, but we love competition, too. School spirit is important, and we want others to have that spirit. We coach sideline with jumping, stunting, motion technique, and an occasional dance. Some of us like to teach tumbling. Some of us don't. Some are great at coaching stunts. Some chose to keep their cheerleaders close to the ground because, even though flying through the air looks cool, it is downright scary to teach kids how to actually do it and be safe. We are coaches of courage.

ICCA: Proud and Strong...Continued in next column

We give our cheerleaders the option to do competition. The goal is to always find the good. Perfect each count, each jump, each stunt. We want the best routine no matter what the judges think because then we have coached winners.

We are cheer coaches because we love the laughter. The fun. The excitement of success and high fives. We are coaches because the preparation for a game is sometimes intense. In our world, school spirit is vital to victory. Doing the correct cheer at the correct time can help our crowd give the push the team needs to win. We coach because we know that crowd excitement can make a difference. So we coach when to do "Defense" and "...six points more."

We are coaches who take pride in helping young people overcome adversity on a path toward success. We help our teams when terrible things happen in life and cheering isn't the most important thing anymore. We are coaches who teach leadership, morals, and life. We are coaches who believe education is first. We give expectations to our cheerleaders, but probably have even higher expectations of ourselves. Everyone is going to be safe on our watch.

We are cheer coaches doing our best. We are working to improve through coaching education and understanding safety. We recognize our cheerleaders for their efforts. We are the Iowa Cheerleading Coaches' Association.

WANTED

NATIONAL ANTHEM SINGERS

- * Each year, one or two vocalists or small groups are selected to sing the National Anthem at the start of the morning and afternoon sessions at the State Championships.
- * Singers can be members of a competing team or may not be competing. We are looking for great voices as soloists or in groups. The soloist/group must sing acapella and submit a CD and necessary paperwork to be considered.
- * Paperwork can be found on the ICCA website under the Back To School Mailing.
- * All paperwork must be postmarked by September 15, 2020, to qualify for consideration. Questions may be directed to Kenna Johnson (kennajohnson47@gmail.com).

ICCA BOARD MEETING CONDENSED

June 7, 2020

Meeting Held Online via Zoom

Meeting was called to order at 9:40 (Late due to tech. difficulties). Attendance: Members present: Angie Trowbridge, Cindy Panburn, Melissa Hatfield, Jeanne Ehn, Kenna Johnson, Kristen Morlan, Tami Doyle, Sandy Norby, Betty Lou Jones, Paula Kirkpatrick, JoEllen Wesselmann, Sarah Buss, Dana Logan, Beth Brink, Michelle McCann, Desire Grismore, Kelly Trinkle, Erin Taylor. Absent: None.

Approval of Minutes - A motion to approve the January 2020 meeting's minutes was made by Sarah Buss and seconded by Betty Lou Jones. Motion passed.

Membership - As of May 28, 2020

Schools = 86, Coaches = 179, Other = 8, Total Members = 187

Financial Manager's Report

Checking: \$72,313.22 (updated 6-5-20) Savings: \$35,412.01
CD: \$17,468.72 Investment: \$17,551.27 (updated 6-5-20)
Credit card rewards: \$2,829.84

Executive Director's Report

Virtual Conference: "Bringing Spirit to a New Vision" Virtual Conference dates - June 18, 19, 20, 22, 23. Videos will remain open June 24-30. Cost to participants: \$30.00 per person; participants' school has to have paid membership (\$45.00 per school), so \$75 for membership and one coach. The virtual conference registration amount can be taken out of previous conference registration payment with a refund of the difference. A motion to charge \$30 for conference was made by Betty Lou Jones, Erin Taylor seconded. Motion passed. Another motion for Kenna to reimburse in the above matter was made by Melissa Hatfield, and seconded by Michelle McCann. Motion passed.

2021 Conference - April 16 & 17, 2021: Gifts purchased for this year's in-person conference will be held for next year. Bill Patterson and Morton Bergue have said they will come next year and do what they can this year to help.

Philanthropic efforts: A motion was made to donate \$1500 to Food Bank of Iowa - \$750 from the injured college cheerleader's parents (at State donations) and ICCA match. Motion was made by JoEllen Wesselmann and seconded by Sarah Buss. Motion passed.

Back to School Mailing & Spirit Rules Book: This is ICCA's year to purchase rules books. After discussion about saved printing costs and user accessibility, a motion was made to not send out printed materials. Information on accessing forms from the ICCA website will be included with the rules book mailing. Bethany Brink made the motion, seconded by Michelle McCann. Motion passed.

Newsletter - Articles due by June 15.

State Competition:

Walnut Building: Jeanne recommended that we discontinue renting the Walnut building. Sarah Buss made a motion reflecting Jeanne's recommendation, Paula Kirkpatrick seconded. Motion passed.

Ambulance: Beginning this year, the Iowa State Fairground will require an ambulance to be on-site for our event. Jeanne contacted a source recommended by fairground personnel, who gave low to high costs of having a staffed ambulance available. The amount charged depends on the person's experience/expertise; This person will NOT be there for minor injuries such as our EMT/trainers deal with. Motion was made by Erin Taylor to provide an ambulance to be on-site for our State Competition. Angie Trowbridge seconded. Motion passed.

Mat purchase: Executive Directors' recommendation was to hold off purchasing until late August/early September to purchase due to Covid-19 issues.

T-shirts: Pre-order sales timing and about being able to pick them up at state, etc., was discussed.

Pandemic cancellation: Discussion was held on whether or not to try to reschedule in the event of a return of the Covid-19 restrictions. Motion was made to not attempt to reschedule our 2020 State Competition if it is not able to be held on our original date. Kenna Johnson moved, Jeanne Ehn seconded. Motion was passed.

Board Minutes...Continued on page 15

Phase 2 options for State (Potential Game Day division) were discussed. A motion was made by Erin Taylor to have a decision on the format/proceeding with state be made by August 10. Michelle McCann seconded. Motion carried.

ICCA Event Cancellation Policy change: Recommendation to have an event cancellation policy. (Proposal: Should an ICCA Event need to be cancelled (i.e. severe weather or pandemic), the Event Director(s) shall consult with the Executive Board for the final decision. No refunds will be given if an event is cancelled because of weather. No refunds will be given if the ICCA Event is held and a school chooses not to attend and/or is unable to attend as a result of a school decision. In the case of a pandemic, refunds will be evaluated in regards to the time of the shutdown with consideration to the ICCA event and membership, postage, selection no longer offered, etc. Refunds will be done on an individual event basis. Motion to accept Executive Directors' recommendation by JoEllen Wesselmann; Seconded by Bethany Brink. Motion passed.

OTHER REPORTS

Website: continue sending updates for the website to Kristen Morlan. Updated and new photos are needed for the Board Page. These need to be done as soon as possible.

Scholarship: Three academic scholarships were given, very few applications (25-30).

All-State: Dates and location for All-State Tryout and Practice are on the 20-21 ICCA Calendar. Financial Report Submitted.

Honor Squad: Dates and location for Honor Squad Practices are on the 20-21 ICCA Calendar. Financial Report Submitted.

All-Star: Financial Report Submitted : Will use the same routine next year as going to be used prior to cancellation.

Shrine Bowl: was cancelled for this year, due to Covid-19 restrictions. Sandy will be stepping down as Shrine Bowl Director; it was decided to wait until later to replace due to there not being any Shrine Bowl activities this year. More exploration needed on the Shriners' end as to how the program will continue after current people in charge retire from their position.

Special Olympics: Financial Report /None needed, as it was also cancelled.

Social Media: Twitter - 42 posts since the January meeting (2/wk). 325 likes (7.7 likes/post). 52 retweets. Things are going well. Facebook - 70 posts on the FB page since the January meeting. Instagram - pictures and story, working on best usage.

Rules Interpreter: Financial Report: There was no income nor expenses for the Rules Interpreter position this year.

District Representatives: After MUCH discussion, JoEllen Wesselmann moved to go virtual for fall clinics, hiring two instructors to record the material for \$250 per instructor; Sarah Buss seconded. Motion passed. District Reps need to reach out to schools to let them know that we will not need the facilities this year, but secure for next. Angie is working on writing guidelines. For virtual fall clinics coaches' meetings, district reps can create a Zoom meeting with those coaches in their district.

Rep Council Update: Dan McCann, CPU; Jenny Rinehart, SE Polk; Jordan Sytsma, Gilbert; Tammy Shafer-Schwerin, South Hamilton were selected. Dana Logan moved to accept the above applicants, Betty Lou Jones seconded. Executive Board will continue to review selection policy.

OLD BUSINESS

Updated Job Descriptions were to be updated and sent prior to meeting – PLEASE FOLLOW THROUGH WITH THIS AS NOT ALL WERE RECEIVED. Please send to Angie Trowbridge and JoEllen Wesselmann.

State Comp Committee Report - committee formed in January

Sarah met with Brian Pommel at Hilton (ISU facilities); They would need a 5 year contract.

Tami Doyle was going to meet with Erin in Cedar Rapids and still needs to check with her about that.

Erin Taylor is touching base with Coralville Conference Center.

NEW BUSINESS

Financial Committee Proposals - Salaries were not addressed at this time due to the Financial Committee needing to have further discussion.

Executive Director Salary (Kenna)

Co-Executive Directors - Hire + Salary (Kristen & Melissa)

Computers

Financial Manager Salary (Kenna)

Appointment of Financial Manager - Kristen Morlan moved to re-appoint Kenna Johnson as Financial Manager for the upcoming year; Melissa Hatfield seconded. All in favor and motion passed.

Review for Meeting with IHSAA - Executive Committee will meet with IHSAA on June 25.

Revisited mileage stipend which is currently \$0.40/mile) Tax reimbursement rate is .54, national rate is \$0.575/mile. Mileage, even with carpooling, is a big expense for meeting attendance. After discussion, JoEllen Wesselmann moved to leave mileage at \$.40/mile, Cindy Pangburn seconded. Motion passes.

Registration Fees - no changes for any fees at this time.

NEXT MEETING

October 4, 10:00AM, Ballard (Zoom if pandemic demands)

ADJOURN

Jeanne made a motion to adjourn, JoEllen Wesselmann seconded. Motion passed. Meeting adjourned at 12:50pm.

ADDITIONAL BUSINESS MATTERS

June 23 Meeting addendum - a Google Form was sent once negotiations were completed between the Financial Committee and the Executive Directors.

- Hire Kristen Morlan and Melissa Hatfield as Co-Executive Directors - motion made by Angie Trowbridge and seconded by Cindy Pangburn. Motion passed unanimously.
- Set Executive Director Salary (Kenna) at \$12,240 - motion made by Erin Taylor and seconded by Beth Brink. 17 aye, 1 abstain. Motion passed.
- Set Co-Executive Director salary (Kristen and Melissa) at \$10,000, which means that each person would get \$5,000 - motion made by Beth Brink and seconded by Angie Trowbridge. Motion passed unanimously.
- Set Financial Manager salary at \$3,120 - motion made by Betty Lou Jones and seconded by Erin Taylor. 17 aye, 1 abstain. Motion passed.
- Purchase computers for Executive Directors Kenna, Kristen, and Melissa - motion made by Cindy Pangburn and seconded by Betty Lou Jones. 17 aye, 1 abstain. Motion passed.

June 25 Special Vote - via email

- At the Executive Board's meeting with Tom Keating June 25, we heard about how the pandemic is affecting the IHSAA's finances. This is due to lost revenue from spring sports tournament cancellations. The IHSAA is requesting that organizations absorb 10% of the funding normally provided by the IHSAA. For the ICCA, they provide us with a stipend to help pay our Executive Directors, which is \$7500 both on July 1 and January 1. We discussed absorbing 10% of the July 2020 stipend now, and reviewing the January 1 stipend closer to that date.
- Kristen Morlan moved and Cindy Pangburn seconded that the ICCA absorb 10% of the July 1 stipend from the IHSAA, in the amount of \$750. Motion passed.



2020-2021 ICCA BOARD OF DIRECTORS

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