



# North Dakota High School Activities Association

ndhsaa.com | ndhsaanow.com | ndhsaa.net

Matthew Fetsch, Executive Director  
Brian Bubach, Associate Director  
Justin Fletschock, Assistant Director  
Kevin Morast, Assistant Director  
Nick Walton, Technology Director  
Tom Mix, Media Specialist

PO Box 817  
Valley City, ND  
(701) 845-3953

Patti Aanenson, President, Larimore  
Mitch Lunde, Vice President, Minot  
Matt Bakke, Grand Forks  
Chad Berger, Napoleon

Nathan Berseth, Colfax  
Travis Christensen, Fargo  
Larry Derr, Glenburn  
Ryan Hanson, Devils Lake

Scott Jung, New England  
Shane Martin, Belcourt  
Jason Simpfinderfer, Beulah  
Adam Tescher, Bismarck

## **NDHSAA SEEKS MENTOR CANDIDATES FOR NEW “AD COMPASS” PROGRAM**

**VALLEY CITY, ND - APRIL 1, 2026** - The NDHSAA Board of Directors has created a new program for support and service to new athletic directors called the “AD Compass” program. The program will consist of the NDHSAA hiring four part-time individuals who will serve as mentor leaders to an assigned group of new athletic directors in the fall of 2026-27. Each mentor will support and serve a cohort of new athletic directors during the school year which will involve a combination of in-person and virtual meetings along with consistent communication (phone, email, text, etc.) throughout the school year.

Mentor candidates must be able to demonstrate a deep respect for the educational philosophy of school-sponsored sports and the positive contributions they make to students, member schools and society. Professional interpersonal relationships, the ability to communicate effectively along with a tremendous work ethic are the most essential skills. The NDHSAA seeks to identify the best four candidates who can build relationships and work effectively with new athletic directors and involved NDHSAA staff members.

Mentor candidates must meet the following minimum criteria:

- Demonstrated experience as a leader in school sports as an athletic administrator for a minimum of 10 years at an NDHSAA member school.
- Be either retired or working limited hours as an athletic administrator to ensure time to commit to the assigned cohort of mentees.
- Demonstrate a commitment to the NDHSAA philosophy of school-sponsored sports and support and serve new athletic directors as they begin their careers in this field.

The four selected mentors will work as part-time, at-will contract employees with an annual stipend of \$10,000 plus mileage reimbursement when appropriate. Those persons who wish to be considered for these positions should, **by 4 p.m. on April 30, 2026**, email their résumé, a one-page cover letter and a list of three professional references to:

Email: [adcompassapply@ndhsaa.org](mailto:adcompassapply@ndhsaa.org)

More specific position duties and responsibilities will be shared with identified candidates through the interview and selection process.