



**BADGER REGION BOARD OF DIRECTORS MEETING**  
**Monday, Feb. 4, 2019 \* 5:30 P.M.**

**Badger Region Volleyball Offices**  
2831 N. Grandview Blvd., Suite 105, Pewaukee WI 53072

**AGENDA**

***“Everyone has had a chance to review the agenda. Does anyone have a conflict of interest with anything we plan to discuss? Let the minutes reflect...”***

BOD Members: Julie Voeck, Jim Momsen, BJ LeRoy, Todd Mattes, Holly Jablonowski, Mark Rushton, Josh Price, Scott Blackmon, Angela Lubach, Heather Curley, Kim Wudi

Ex-Officio Members: Anne Slattery, Adam Stikel, Jeff Liker, TJ Abshire, Bill Petersen, Larry Schoenick, Alexis Middleton, Lexi Sheldon, Nancy Paulson (phone)

Staff: Jennifer Armson-Dyer, Brian Sharkey, Kelly Lehman, Sara Voigt, Scott Spiess

Guests: Neill Luebke

Absent: Curtis Madson, Brittany Stephens

- I Board Meeting - Call To Order 5:30 p.m. (5 min)(Voeck)
  - a Introductions of New Members & Guests
  - b Intro of Lexi Sheldon, transitioning to Score Chair June 1
  
- II Approval of Minutes from Nov. 2018\*(2)  
**Motion #1 To approve November 2018 minutes**  
**Motion by Lubach; Second by Momsen**  
**Passed 11-0**
  
- III Mission Moment
  - a Badger Region staff acknowledged for time and effort into getting the Badger Region Power League (BRPL) started and a successful first weekend
  - b Canvas prints of Badger Region Mission Statement made and are hanging in visible areas throughout the office
  - c Thank you and Congratulations to Jeff Liker for a job well done hosting the Badger Boys Series
  
- IV Strategic Plan
  - a Board Binders & Materials Update
    - 1 Each member of the BoD received a binder containing: Handbook, Job descriptions, Reimbursement Policy, Board Meeting Minutes/Attendance, Board Resources, Strategic Plan/SWOT/Calendar, Articles of Incorporation, Region Fact Sheets
    - 2 Any job description updates, please send to Scott Spiess
  - b Strategic Plan Update\*(3)
    - 1 Leadership & Resource Development areas continue to be a work in progress as HR Committee duties continue/expand
    - 2 Management & Culture, Communications, Programs & Services have seen significant progress
      - Staff Attendance at AVCA Convention (Jen, Scott, Brian), Meeting/Events Planning in Dallas (Kelly)
      - Staff meeting with Stephanie Hauser of WIAA on Feb 5 to discuss Boys growth/change of season
    - 3 TRGW impressed with overall progress to date
  
- V Region Office Update
  - a Questions/follow-ups on staff pre-reads\*(4)
    - 1 Point of order, BOD must vote to approve or deny the budget
  - b Discussion: Season Transition / Memberships\*(5)
    - 1 USAV voted on 12-month season; up to RVA's to figure out (TBD, hopefully by May 1)

**Badger Region Volleyball Association Mission Statement**

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- 2 New MMS → Sports Engine
  - Question raised if Regions will be mandated to use SE → No, but why wouldn't you?
- 3 Insurance/Membership/BG Screen increases coming, more info to come at May meeting
- 4 Membership types - Badger Region has A LOT, discount codes will be available in new MMS to streamline the membership process
- 5 Discussion about potential increase in membership costs to cover additional free services that used to have fees associated with them, including Impact and ref/score clinics. Also, to take into account raising insurance prices and background screening fees. Membership fees haven't raised since last big USAV increase.

## VI Board of Directors / President Update

- a Update on HR Committee and HR Review Process
  - 1 Thank you to HR Committee (Julie, Jim, Kim, BJ, Ange, Jen)
  - 2 Reviewed Staff Compensation across regions/market, staff interviews, committee meetings
  - 3 Retirement plan still needs tweaking
  - 4 Title/role change for Jen Armson-Dyer to Executive Director (from Operations Director), Congratulations Jen!
- b Commissioner/President Duties & By-Laws Update\*(6)
  - 1 Has been shared duties between President & Commissioner
  - 2 Julie recommends transfer of Commissioner role to Executive Director
    - Survey Monkey vote to come for changes made to by-laws; approve or deny
    - Voeck announces retirement effective March 1<sup>st</sup>;

**MOTION #2 To nominate Jim Momsen for vacant President role effective March 1, 2019**  
**Motion by Lubach; Second LeRoy**  
**Passed 11-0**

    - Jim Momsen stepping down as referee chair to focus on new role as President

**MOTION #3 To appoint Jim Arts as Ref Chair**  
**Motion by Momsen; Second Jablonowski**  
**Passed 11-0**
  - 3 Voeck thanked Badger BOD/Staff
    - Appointed by Jamie Davis at USAV as official's director, rules commission
    - Particularly proud of boys growth (in Dale's memory)

**MOTION #4 To appoint Voeck in past president role on advisory committee (1 year)**  
**Motion by Momsen; Second Blackmon**  
**Passed 11-0**
- c Update to Reimbursement Policy\*(7)
  - 1 Changes/clean-up made, included in BOD binder
  - 2 Per Diem increases recommended by Voeck
    - Recommendation to use government rate (GSA)
      - ◆ <https://www.gsa.gov/travel/plan-book/per-diem-rates>
      - ◆ <https://www.gsa.gov/travel-resources>
    - Policy and professional payment schedule to be updated
- d Fund Disbursement Policy\*(8)
  - 1 Providing levels and guidelines
  - 2 Staff purchases - \$250, executive director up to \$5000, higher amounts need board approval
  - 3 Anything that gets denied can be reviewed at another level BoD or Committee

**MOTION #5 To approve Fund Disbursement Policy**  
**Motion by Rushton**  
**Clarification provided of levels and approvals needed or not (according to budget)**  
**Second Jablonowski**  
**Passed 10-0**
- e Contract Signature Authority Policy\*(9)
  - 1 Provides guidelines and protection for staff and BoD
  - 2 Staff ability to sign contracts up to \$1000
  - 3 Exec Dir any single year contracts up to \$5000

**MOTION #6 To approve Contract Signature Authority Policy (Momsen)**  
**Motion by Momsen; Second LeRoy**

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**Passed 10-0**

VII Tournaments

- a Updates / Questions on events and tournaments\*(4)
  - 1 BRC – teams registered, formatting in progress, 3 weekends in a row for 2019
    - Boys up 11%
    - Girls up 13%
    - Dale up 12%
    - Increase of teams at Girls 17/18s due to no conflicting events; other age groups, Badger Division
    - HP tryouts all three weekends
      - ◆ For those unable to attend assigned date – submit video, letter of rec, etc.
      - ◆ Sharkey point of contact for all things HP
  - 2 BRPL – off to a great start, what does next year look like? TBD (expansion)
    - Any thought given to creating similar boys’ events in region to compete with/replace Palos Points Series? Not at this time
  - 3 AES challenges – new user view has many frustrated
  - 4 Beach Events
    - Bradford Beach in flux; working North Beach in Racine on 3 potential events (Collegiate, Qualifier, Championships)
  - 5 WYVL
    - Discussion of past and future plans for WYVL with change in Center Court management

VIII Officials

- a Questions/follow-ups on submitted pre-reads\*(10)
  - 1 Uniform number issues and libero’s not recognizable (10 issues; 8 resolved)
    - Momsen working with Clubs to rectify; Regional waiver issued if not attending JNC
  - 2 Share USAV website to check compliance before purchase
  - 3 NFHS now in line with NCAA/USAV for uniforms
  - 4 New Ref clinics to be scheduled in May as there is a need
  - 5 Voigt took over WVC officials assignor
- b 10 pro score clinics completed
  - 1 2 not filled (La Crosse area)
  - 2 2 regional score candidates; 2 potential candidates
  - 3 No score monitors assigned to date
- c Nothing to report on Beach
- d Assignments complete for BRPL, BRC, and BRQ; officials cooperated with “staying home” and working in-region events

IX BREAK

X Financial

- a Update on current status
  - 1 Things look good, outstanding payments to WCD and Youth League in flux
  - 2 Executive Summary of expenses, updates to budget to be compiled by Staff
  - 3 Financial position is very good
  - 4 Voting members must go back to Budget Approval survey and vote to approve/decline
- b Approval for Additional RVAA Funding\*(11)
  - 1 Jen (Commissioner), Sharkey & Scott (Jr Reps); Jim Momsen & Jim Arts
    - Common for regions to send 3-5 reps
    - Badger is a top 10 region and looked highly upon for information by other regions

**Motion #7 To approve additional funding (\$2,000) for RVAA meetings**

**Motion by Jablonowski; Second Lubach**

**Passed 10-0**

XI Juniors

- a Proposal/Discussion: Tryout & Commitments \*(12)
  - 1 Summary of “kicking the can”, re-inventing the rules, reacting to other regions constantly
  - 2 “Intentionally vague” on hard dates, nobody enjoys the process, looking for change for the greater good

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- 3 Sharkey spoke to CAP experience of other regions asking what Badger does to govern tryouts; other regions wanted more governance; Municipality involvement in San Diego
- 4 Retention of customers' needs to be a focus versus losing them to competing organizations
- 5 Thoughts shared on how it affects the athletes (not just the clubs)
- 6 Discussion on enforcement of rules/ethics/potential impacts
- 7 Perception of region governance over the clubs, "protecting" the athletes/families vs. telling clubs how to run their business
- 8 Can data guide us? (documenting phone calls, survey results – not accurate) – Not right now
- 9 It was deemed that not enough support to move the proposal forward at this time
- 10 Committee to be formed to "dig in" to other RVA policies and make comparison/contrasts
  - Who are we helping/protecting the clubs or the athletes?
  - Committee to consist of Sharkey (staff liaison), Wudi, Abshire, Price, Blackmon, Middleton, Rushton and Stikel

XII New Business – Majority Vote Needed for Motions/Voting

- 1 Congrats Heather Curley on Beach position at B&S
- 2 Make sure to vote on budget

XIII Adjourn

**Motion #8 To adjourn**

**Motion by Jablonowski; Second Mattes**

**Passed 10-0**

**NEXT MEETING: SUNDAY, MAY 5<sup>th</sup> at 3:00pm**

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