



BADGER REGION BOARD OF DIRECTORS MEETING
Sunday, May 5, 2019 * 3:00 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...”

Dinner will be served during the meeting at the office

Board of Directors Attendance: Jim Momsen, BJ LeRoy, Kim Wudi, Curtis Madson, Holly Jablonowski, Josh Price, Scott Blackmon, Heather Curley, Angela Lubach

Ex-Officio Members: Larry Schoenick, Jim Arts, TJ Abshire, Alexis Middleton, Julie Voeck, Jeff Liker, Alexis Sheldon, Anne Slattery

Phone: Brittany Stephens

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

Guest: Lauri Schwartz – Madison Starlings

Absent: Mark Rushton, Todd Mattes, Adam Stikel, Nancy Paulson, Bill Petersen

I Board Meeting - Call To Order (Momsen)

- a) Introductions of New Members, Roles & Guests

II Approval of Minutes from Feb. 2019

- a) Clarification that Nancy Paulson attended February meeting by phone; added to minutes

Motion #1 to approve the minutes from the February 2019 meeting

Motion by Lubach; Second by Madson

Passes: 10-0

III Mission Moment

- a) Armson-Dyer recognized several board members for showing up and assisting with second weekend of the Badger Region Championships short notice in order to provide the best possible experience for all of the events that were happening that night (High Performance tryouts, AVCA Recruiting Seminar, Adult tournament, team check-in)

IV Strategic Plan Update

- a) Staff worked to assemble/acclimate “Ambassadors” throughout Badger Region events
- b) HR committee ongoing, moving on to Phase II
- c) Question about action taken by Education committee
 - i. No report/pre-read provided
 - ii. LeRoy reported sporadic meetings/communications
 - a. Art of Coaching Certification offering is active (staff)
 - b. Art of Coaching Clinic held successfully in April (staff)
 - c. 3C clinics have not taken place
 - d. More discussion on this topic will come later in the agenda

V Region Office Update

- a) Questions/follow-ups on staff pre-reads
 - i. No questions asked
- b) Membership Management System update
 - i. Sports Engine will be the new USA Volleyball Member Management System, transition by 9/1/19

- i. There will be upcoming training for region staff, clubs and members
 - ii. Real-time QR code membership cards, increases safety
 - iii. AES integration will be seamless, much easier than the process now (build one roster)
 - iv. Username/password retrieval and family accounts will make things more user friendly
- c) Scholarship Selections
 - i. Second year of Region program; (5) \$500 to girls, (5) \$500 to boys; (2) \$500 Frisco Mo
 - ii. 38 girls applied, 18 boys applied
 - iii. Wudi, Madson & Curley abstained from selection process; blind drawing held

Winners:

- a. Frisco Mo Girl: Kelsie Belfiori (Wisconsin Ice)
- b. Badger Girl: Stephanie Bemman (One Wisconsin)
- c. Badger Girl: Lauren Birschbach (Epic)
- d. Badger Girl: Kalyn Lawrence (Acers)
- e. Badger Girl: Kaylee Lorincz (Sting)
- f. Badger Girl: Chloe Tome (Next Level Beach)

- g. Frisco Mo Boy: Marcus Van Hoof (Spike Milwaukee)
- h. Badger Boy: Joseph DeStefanis (MVC)
- i. Badger Boy: Andrew Ellingham (MVC)
- j. Badger Boy: Justin Loth (Coastal)
- k. Badger Boy: Ben Serb (RVA Coach)
- l. Badger Boy: Travis Shore (Southport)

VI Financial

- a) Update on current status / budget proposals
 - i. Compare budget to how we are tracking
 - o Overall, doing very well. Able to cover the “free” items such as junior work crew clinics, Art of Coaching memberships, Impact, AVCA partnership, with the positives from strong events.
 - ii. Admin and consulting increases
 - iii. BRYFVL now included in Youth Budget
 - iv. BRC saw a large profit increase
 - a. Efficiencies with HD & Setup Crews
 - b. NetLynx forklifts
 - c. 10% More teams and strong spectator attendance, despite low cost of entry
 - d. Emphasis on importance of BRC to our Region; marquee event
 - v. BRPL budget was a conservative estimate, and after \$10-15k in rebates to clubs for hotels and multi-team entry, very positive outcome
 - a. RFP in process for 2020 for facilities
 - b. Facility needs for growth
 - c. Out of region teams? Potentially, depending on facility space
 - vi. Final Budget to Actual comparison to be presented at next meeting
- b) Budget proposals
 - i. Technology request by staff (iPad, tripod, cords, etc.)
 - a. Question about utilization, suggestion by board members to purchase two setups.
 - b. Adjust to \$4000
 - ii. Credit Card point of sale functionality
 - iii. Staff salary / Independent contractor potential adjustments/HR (\$20k)
 - iv. Donations (International Volleyball HOF, MotorVB- renamed 1st Point Volleyball Foundation)

Motion #2 to approve Budget Request Proposals, with modification to Technology increase
Motion by Lubach; Second by LeRoy
Passes 10-0

- c) Discussion on budget philosophy
 - i. Discussion of pre-meeting survey with results. Profit from BRC funds a number of other programs within the region, so that profit needs to stay as high as it can, within reason.
 - ii. Overall profit for the year vs. Event profit (profit from BRC goes back into other programs)
 - iii. Event Admission pricing – overwhelmingly positive feedback from spectators on price point (that it's low and some even told us we should increase it).
 - a. If we increase, where are we allotting it? We should be able to tell our members
 - b. Keep under 12 free
 - a) BRC official food vs. staff constraints
 - a. Breach of contract with WCD to provide a catered meal
 - b. Demands on staff, ref complaints not a priority
 - b) Officials Pay Increase
 - a. Independent Contractors have a choice of where they work
 - b. Other events pay more, offer more (the competition is paying more)
 - c. A proposal should be submitted via HR Committee for any ref payment increases, as the HR committee is going to be looking at contractor pay this summer
 - c) Officials pay by weekend
 - a. Writing checks by weekend costs extra money; one event can be one check (reduces stress on staff). Communicate to officials that they will be getting one check after all weekends of Champs are complete.
 - d) Rank Order of Budget Importance
 - a. Juniors
 - b. Coach Education
 - c. Officials
 - d. HP
 - e. Adult Players

VII Board of Directors / President Update a Update on HR Committee and HR Review Process

- a) Voeck will remain on HR committee
- b) Thanks to Region Staff for efforts in event execution

VIII Tournaments - Updates / Questions on events and tournaments

- a) Qualifiers – single day for younger; two-day for older
 - i. Reduced some officials but had adequate coverage
- b) Championships
 - i. 10% increase in teams
 - ii. Three consecutive weekends, helped with court setup/teardown costs
 - iii. Man power efficiency (set-up crews)
 - iv. Teams/Clubs support was very good
 - v. 20 surveys returned out of 500+
 - vi. Question on Late Sunday evenings
 - a. 6 match minimum
 - b. Saturdays got late, Sundays were better
 - c. Continue to be considerate of Sunday night schedule and team travel
 - d. Similar level of competition, 3 set matches, close scores, no terminators
 - e. Tiebreakers will be removed moving forward
- c) BRPL
 - i. Huge Success
 - ii. Final net income was positive of budget, even after rebates to teams
 - iii. Recommendation to keep it affordable for teams
 - iv. Value vs income
 - v. Possibly add athletic trainers to sites for 2020
- d) BRYFVL
 - i. Badger TD to take over scheduling

Break – 5 min

IX Officials

a) Updates

- i. 130 total officials, up three from last year; would like to get to 150 for 2020
- ii. 10 Badger region tournaments could not be staffed due to shortage
- iii. 19 officials “Tagged” at BRC (Tag Ur It)
- iv. We need to target younger officials
 - a. 16-18 year olds
 - b. Tag Ur It – follow up with Region office/website to get paid to officiate
- v. Would like to see things streamlined; get them officiating quicker, focus on modules later
- vi. Classroom training year round will help
- vii. Mentor/Ice Break at first assignments would be nice
- viii. New National Official – Patti Dawson, congratulations
- ix. Three Junior Nationals to be evaluated in INDY at GJNC
- x. Designate clinic dates in Jan, Feb, March
- xi. Reach out to NCAA, WVC teams about officiating sportsmanship
- xii. Sheldon put emphasis on coaches knowing the scoresheet and proper procedures to assist officials
- xiii. JWCC clinics were FREE and will continue – poor work crews should be reported to Arts

b) Purple Card / Sanctioning Guidelines

- i. AZ & Florida started, limited to no data on how the program is progressing
- ii. Intended to bring sportsmanship back; prevent sportsmanship issues from spectators
- iii. Question of any current data/tracking on issuance of yellow/red cards? Limited red, yellows are sporadic
- iv. Further education needed to help officials deescalate volatile situations
 - a. Question of how coaches view this proposal
 - b. Concern over coach being brought in as the mediator between official and parent; event management/director needs to be the one to take action
- v. How many other Regions are discussing, but chose not down the path of the purple card?
- vi. Would like to see feedback from site directors if they did not feel supported/effective
 - a. Badger Region Tournament Director willing to mentor
 - b. Feedback also needs to go back to Club Directors
- xiv. Alcohol induced problems at Champs (St. Patty’s Day weekend)
- xv. Can spectator issues and/or yellow and red cards be tracked moving forward – YES
 - a. The Region office will develop a way to track this
- xvi. Follow-up after RVAA meetings and begin tracking card issuance and disqualifications
 - a. Arts will report back after RVAA meetings

X Education

a) Updates

- i. Difficulty getting clubs to take advantage of free clinics
- ii. Contact Club Directors personally
- iii. Need to take a proactive vs. reactive approach
- iv. Target first- & second-year clubs
 - a. Provide “how to” guide for in-house mentoring
 - b. Create formal request form (EmailMe Form)
 1. Spiess will do this

XI Juniors

a) 12s Step In Rule

- i. Focus on relaying information for discussion
- ii. Flaw in the late game situation/limitation
- iii. Court size changes are possible via USAV; more to come at RVAA meetings in Columbus
- iv. ELMO, bring it back after more information is received from USAV
 - a. Arts to report back after RVAA meetings

- b) Boys 12s/13s Playing Divisions
 - i. Question of why current rules are in place for boys playing in girl's divisions
 - b. To create opportunities for boys to play
 - c. Often are not competitive with girls teams up an age level or even at their own age level
 - ii. Question of how a change would impact coed rules
 - a) Competitive boys teams would likely not choose to play in a girls event, or would choose to play up a level anyways
 - b) Badger Region Tournament Director to look into changing the rule (14s unaffected)
- c) **Proposal/Discussion: Tryout & Commitments**
 - i. Stepping stones toward a more open policy

Motion #3 to make 13U coed; 14s to be considered on case by case basis (no more than three on the court at a time)

Motion by Wudi; Second by Price

Passes: 8-1 (Stephens no longer on call)

Motion #4 to Move the boys 14-and-under tryout date to the same date as girls 14-and-under in October

Motion by LeRoy; Second by Madson

Passes: 9-0

Motion #5 to change commitment date to a shorter timeframe effective fall 2019; move to Monday after first tryout weekend at 7pm; no second date

Motion by Madson; Second by Jablonowski

Passes: 9-0

Proposal to create a retention window of Aug 1-10 for clubs to extend offers to current athletes for the following season. After August 10th, the ability to select a club would be turned off in the MMS until the 14U tryout dates

- i. Pre-registration is a possibility with new MMS (Aug 1?), functionality will be in place with SE
- ii. Club selection will be time stamped process
- iii. This proposal assists clubs as businesses to retain their current customers, as this has been requested by both large and small clubs
- iv. There is some risk involved on club side, but this is optional

Motion #6 to request 5 more minutes to continue discussion

Motion by Wudi; Second by Blackmon

Passes: 9-0

- i. Question of "fair" tryout process and # of spots available.
- ii. "Best Practices" – ask clubs to post number of spots available on website prior to tryouts

Motion #7 to extend discussion 5 more minutes

Motion by Wudi; Second by Madson

Passes: 9-0

- i. Question about one-contact rule
 - a. One contact in retention window
 - b. One contact in tryout period
- ii. Review of Badger Region Mission and its application to this proposal
- iii. Possible use of paper commitment form for this fall
- iv. ELMO, Momsen

Motion #8 to allow clubs to offer existing athletes a spot within their club for the following season within the dates of August 1-10 (7pm deadline on August 10) via a region approved commitment method

Motion by Price; Second by Blackmon
Passes: 8-1

XII New Business – Majority Vote Needed for Motions/Voting
a) None

XIII Adjourn

Motion #9 to adjourn

Motion by Jablonowski; Second by Wudi

Passes: 9-0

NEXT MEETING: Sunday, September 8 at 1:00pm at the Badger Region Office

- Budget requests are due to Armson-Dyer no later than Monday, August 19 at noon.
- Meeting agenda items and pre-read materials are due to Armson-Dyer no later than Monday, August 26 at noon.
- Any items received after this time will go under “New Business” at the end of the agenda.
- Board meeting materials will go out on Friday, Aug. 30.