



**BADGER REGION BOARD OF DIRECTORS MEETING**  
**Sunday, Sept 8, 2019 \* 1:00 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...”*

*Lunch will be served before the meeting starting at 12:15 p.m.*

Board of Director Attendance: Jim Momsen, Scott Blackmon, BJ Le Roy, Angela Lubach, Kim Wudi, Susan Peterson, Curtis Madson, Holly Jablonowski, Mark Rushton, Josh Price

Ex-Officio Members: Jim Arts, Jeff Liker, Julie Voeck, Alexis Middleton, Bill Peterson, Anne Slattery, Lexi Sheldon, Larry Schoenick

Phone: Betty Lange

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

Guest: Bill Topp – Referee Magazine

Absent: Todd Mattes, Heather Curley, Adam Stikel

- 
- I Board Meeting - Call To Order (Momsen)
    - a Introductions of New Members & Guests - welcome Betty Lange (Northwest Rep) & Susan Peterson (At-Large Rep)

**II Approval of Minutes from May 2019**

**Motion to approve May 2019 minutes**

**Motion by Madson; Second by Lubach**

**Passes: 13-0**

- III Mission Moment
  - a Jen shared via Sara Voigt – Peggy & Haley Litzau assisted at Badger Beach Champs with court set-up, takedown, and various tasks. This was a great example of what we are looking for in Badger Region Ambassadors. Shout out to Haley & Peggy and THANK YOU!

**IV Strategic Plan**

- a Strategic Plan Update
  - 1 Pre-Read #3
  - 2 Ambassadors, Development chair leads, diverse funding (amazon smile, online stores, Square, sponsorship, etc)
  - 3 Communication: committee, clinics, outreach (Fact Sheets)
  - 4 Programs & Services: AOC, Boys HS VB, WIAA State tournament
  - 5 Management & Culture: BOD Binders, Staggered elections, staff compensation/benefits
- b Board Skills Matrix
  - 1 Survey to BOD members, advisory committee, staff
  - 2 Aids nomination/election and provides legitimacy
  - 3 We have diverse skills
- c Decision & Responsibility Workflow – Pre-Read #5
  - 1 Clarification on BoD vs Staff, conversations regarding policy vs operational (day to day functions)
  - 2 Non-voting item; addition to the BOD Binder, CD Manual
  - 3 Will be utilized moving forward as a best practice by staff and board members

**Badger Region Volleyball Association Mission Statement**

The Badger Region Volleyball Association promotes initiatives for safe, structured and fun life-long volleyball experiences!

## V Region Office Update

- a Questions/follow-ups on staff pre-reads
  - 1 Julie gives shout out to staff (Sharkey) for 25<sup>th</sup> Anniversary articles in the Beacon
- b USA Volleyball Updates
  - 1 Member Management System
    - Sports Engine & USA Volleyball mutually agreed to delay implementation until 2020-21 membership season with the goal of the new system being fully optimized
  - 2 SafeSport / MAAPP / Background Screening Policy
    - USOPC oversees SafeSport and MAAPP
    - Core training, refresher (annually), and 18 year olds or turning 18. Those with 2020 expiration date grandfathered in – must complete refresher upon completion. Youth training courses also added
    - Will athletes turning 18 be flagged (notification sent to club directors)? TBD
    - Background Screening – added Federal component is the reason for price increase (\$30, two years – second year renewal is “free”)
      - ◆ Members can submit for BG Screen prior to 12/31 for \$18.50

## VI Financial

- a Update on Current Status
  - We have been consistent, managed threats well while enhancing offerings
  - Walkthrough of budget categories, estimated vs completed; projection of profit
  - Projection for 2019-2020
    - Remove \$2.50 digital magazine from USAV membership, saves us \$30k+ to repurpose to coaching education and other areas
    - Hosting CAP I, II, III
    - Adding Athletic Trainers to BRPL; \$50/team increase in registration
    - Admin – salaries, retirement, cyber insurance
    - Projected Net discussion
- b Additional Budget Requests

### **MOTION to add 10 additional minutes to budget conversation**

**Motion by Lubach; Second by Jablonowski**

**Passes: 13-0**

- Discussion on Education Committee ask of \$10k; fine line of helping clubs vs telling them how to run their clubs
- Viewed as assistance on club admin vs On-Court (3C)

### c 2019-20 Budget Approval

### **Motion to extend Budget conversation 10 more minutes**

**Motion by Jablonowski; Second by Wudi**

**Approved: 13-0**

- Discussion on Ref Mentoring increase expense
  - Did not spend budget allotment previous year
  - Mentoring of Youth Fall league officials to prep for club season
- Discussion of Club Education
  - Reduction of ask from \$10k to ?; reassign to 3C or other Education
  - Request withdrawn

### **MOTION to approve 2019-2020 Budget Requests as presented; Club Education request withdrawn**

**Motion by Wudi; Second by Rushton**

**Passes: 13-0**

BREAK – 10 minutes

## VII Board of Directors / President Update

- a Update on HR Committee
- b Staff salaries updated, IRA, next step is benefits (Health, etc.)
- c Future Board Meeting Dates

### ***Badger Region Volleyball Association Mission Statement***

The Badger Region Volleyball Association promotes initiatives for safe, structured and fun life-long volleyball experiences!

- Sunday, November 10, 1:00pm
- Monday, Feb 3, 5:30pm
- Sunday, May 3, 1:00pm
- Sunday, Sept 20, 1:00pm

#### VIII Tournaments

- a Updates / Questions on events and tournaments
  - 1 Badger Beach Events
    - June & August (Beach Champs, 20 courts)
  - 2 BRYFVL
    - On AES
    - Registration cost less than previous year
  - 3 BRC
    - Hotels – Room Roster will be utilized moving forward
  - 4 BRPL
    - Registration opens Oct 1
    - Trainers to be added
  - 5 Outdoor
    - Thoughts on hosting a Grass Event?
    - Do our members *need* one...
    - Membership considerations

#### IX Juniors

- a Serving Step Back Policy Suggestion
  - 1 Discussion → Regional modification
  - 2 How/who do we deem what is safe and what are the insurance implications?

**Motion to approve Serving Step Back policy as presented (Madson)**

**Second: Peterson**

**Denied: 0-13, Motion does not carry**

#### X Education

- a Updates
  - 1 CAP – awesome cadre and rare to have CAP III away from Colorado Springs, CO
  - 2 IMPACT
    - In-Person offering is unique in Badger
    - USAV would prefer all “part A” materials shared via On-Demand, supplemented with on-court instruction
  - 3 3C Clinic Request form is live and will be advertised to Club Directors
  - 4 Art of Coaching
    - Begins Oct 1; allocation request can be increased due to savings elsewhere in budget

#### XI Officials

- a Updates
  - 1 3 new Jr National officials: Lexi Sheldon, Andy Williams, Phon “Max” Nuon; Multiple candidates for next year
  - 2 17 people attended new ref meetings this summer; 15 are reffing BRYFVL this fall
  - 3 D3 women’s college coaches emailed as recruitment effort
    - Men’s teams have not been contacted yet
    - Concordia men’s team officiates in BRYFVL
  - 4 TAG program – potential referees (15 & up)
  - 5 Ref clinics to be offered during the season
    - Request for Madison
    - Need to be advertised on website/social media
  - 6 Rule Change → Jewelry now allowed (referee discretion)
  - 7 Recommendation for Provisional Refs to have Provisional Score rating

**Motion to extend time by 10 minutes**

**Motion by Jablonowksi; Second by Madson**

**Approved: 13-0**

- 8 Regional/Provisional mentoring program: if not met would be placed on probation, a second year on probation would lead to a loss of rating. Be sure there are opportunities to work. Concerns of IC vs. Employee

#### **Badger Region Volleyball Association Mission Statement**

The Badger Region Volleyball Association promotes initiatives for safe, structured and fun life-long volleyball experiences!

- 9 Sportsmanship – refs will need to stop match until site/tournament director handles situation
- 10 Ref Pay – handouts have not been provided; pay increase for IC would go through HR committee
  - More information needed on how it will affect the bottom line for region events; need info in Feb to be considered for next year, tournament director planning

**Motion to extend time by 3 minutes**

**Motion by Madson; Second by Lubach**

**Approved: 13-0**

- 11 Scorekeeping – continue as Nancy was; more to come at after meeting, meeting (Referee/Score)
- 12 Nothing to report from Beach

- b Referee Survey
  - 1 Approx. 130 officials, 46 responded
  - 2 Specific feedback will be followed up on
- c Training & Recruitment / Strategic Direction
  - Welcome to National Association of Sports Officials COO, Bill Topp – Referee magazine
  - Officials got started because someone asked them to; they stayed because someone needed them (mentor them)
  - Not all Great Officials are Great Mentors; reward the good ones

#### XII New Business – Majority Vote Needed for Motions/Voting

- a USAV Court sizing – no action taken by rules committee; region experimentation recommended to acquire data
- b Rule Books – to be shipped at the end of September; BOD needs to assist in distribution

#### XIII Adjourn

**Motion to adjourn**

**Motion by Jablonowski; Second by Wudi**

**Approved: 13-0**

**NEXT MEETING: Sunday, November 10, 2019 at 1:00pm**