



**BADGER REGION BOARD OF DIRECTORS MEETING**  
**Sunday, Nov. 10, 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, Angela Lubach, Curtis Madson, Scott Blackmon, Susan Peterson, Kim Wudi, Josh Price, Brian Rushmer, Todd Mattes

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

Phone: Betty Lange

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

Absent: BJ LeRoy, Holly Jablonowski, Alexis Middleton, Mark Rushton, Heather Curley

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- I Board Meeting - Call To Order (Momsen)
    - a Introductions of New Members & Guests

**II Approval of Minutes from Sept 2019**  
**Minutes – Approved by electronic survey**

- III Mission Moment
  - a Sharkey/Jen shout out to Betty Lange for helping communicate with a number of clubs in the northwest part of the state about start of season requirements. Thank you Betty!

- IV Strategic Plan
  - a Questions on Strategic Plan Update
    - 1 Beacon updates bi-weekly
  - b Review of Board & Committee Structure
    - 1 Concern over communication at committee level
    - 2 Why don't more members want to be involved at the board level?
    - 3 Board decisions vs. Operational (staff) decisions still somewhat unclear
    - 4 Appointments vs elections creates a divide or uncertainty of if people feel their voice matters
    - 5 Could an ANNUAL meeting be helpful to hear from MORE members (26 of 120 club directors voted in the last election)???
    - 6 Should we review Advisory Committee which may be out dated due to Staff increase in size/competence; where does Staff need help???
    - 7 Can the voting members (geographic) become more involved and more of a voice for communities such as Adult, Beach, etc
    - 8 We can always look to improve, but let's not forget we are a high functioning region, now the 9<sup>th</sup> largest

**MOTION for staff to review, a “needs list” of BOD/Committee help for February board of directors meeting**  
**Motion: Madson**  
**Second: Price**  
**Approved: 10-0**

**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 on Staff Pre-Reads

#### 1 WIAA Tables/Presence

- General Badger Info (membership, officials, swag, etc)
- Vendor Interaction to help supplement the WIAA Event (Vert Testing, Jenga, Connect 4, Sign Making)
- Support/Supplement WIAA

#### 2 WVC Leadership Summit

- Leadership sessions all day Saturday (“How to build a program that wins”, “Leading your peers – five dysfunctions of a team”, “How to Lead a Crucial Conversation”, “Understanding your core motives”, and many more)
- Ref clinic, team building, conference organizational meeting Sunday
- Jason Smith (WVC Commissioner) very appreciative of Badger Region support

#### 3 IOWA Region Transfers

- One Wisconsin Southwest closed (Fennimore area)
- Coaches emailing to ask for groups of 5-7 members to be transferred
- Jen/Scott communicating with Brett/Carol from Iowa and Dubuque Volleyball Alliance Director
- 1 year exception, will work to have them register in Badger for 2020-2021 (satellite club/league)

### **MOTION to extend for 5 more minutes**

**Motion: Madson**

**Second: Peterson**

**Approved: 10-0**

#### 4 Directors & Officers insurance update

- Insurance companies not insuring to the same level as previously issued (Nasser Case)
- Insurance committee (for the Regions) and USA Volleyball continue to work on solutions
- USAV renewed October 1, 2019

### b Madison Sports Commission Update

#### 1 Placing bids for Women’s D1 & D3 National Championships

- Can we go for Men’s D3 as well? 2022 Men’s D3 Championship in Canton, OH may be in trouble (no facility yet)

#### 2 Jen to follow up with letter of support

## VI Financial

### a Financial Status Review – FY 18-19 & 19-20

#### 1 4.2% in membership

#### 2 167% increase in event entries

#### 3 Contractors/equipment rental savings for BRC

#### 4 More detailed/robust report to come in February

#### 5 Current Balance Sheet is strong

### b Investment Strategy Discussion

#### 1 What we are doing is working

#### 2 Should consider investing in D & O insurance and/or Staff and save for unexpected monumental expenses

## VII Board of Directors / President Update

### a Keep doing what we’re doing, and do the RIGHT thing

## VIII Tournaments

### a Updates / Questions on events and tournaments

#### 1 BRPL (210 teams), may be some division shifts due to numbers not divisible by 4; will fluctuate after 15 & Up tryouts

#### 2 BRYFVL was a huge success; possible expansion in other areas of the state (Fox Cities, Kenosha/Racine)

- 19 trained and on-court observation for officials

- Net income \$60k (even after dropping entry fee)

## IX Officials

### a Questions on Officials Pre-Reads

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

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**b Special Olympics as a Ref Training Event**

- 1 Perception is that this is a Badger Region Event; it IS NOT a Badger Region sanctioned event (no insurance)
- 2 Offered as a low stress training environment
- 3 Do we want to continue support it? If so, how do we limit/reduce our liability
  - Must advertise as an option, but be VERY clear that this is NOT a Badger Region event
  - Training vs Mentoring does not matter, it is still not a Badger Region event (we are liable if we tell/ask them to come)
- 4 Independent Contractors should have individual insurance
- 5 Add a disclaimer on ZebraWeb to protect Region

**MOTION to extend time by 3 more minutes**

**Motion by Madson**

**Second by Rushmer**

**Approved: 10-0**

- 6 Larry is comfortable no longer using as a training ground as other options are now available; Refs can continue to volunteer

**c Coach at the Table Policy**

- 1 Coaches wear many hats (recruiting, no assistant, etc)
  - Finding coaches is challenging enough as it is; parents are paying significant amount of money
- 2 Clarification of rostered adult (must be trained)
- 3 Who polices and enforces (Region or Tournament Director)
- 4 Region policy for training coaches/players already exists, needs to be enforced; issue deadline, follow up with fines
  - Not enough Clubs properly trained; what about those that do train properly
- 5 Qualifiers & JVA World Challenge require it; should not be event specific, we always want the work crew to do a good job
- 6 Simplify the scoresheet (in progress at USAV level)
  - ELMO – Kim, let's be more proactive vs reactive. Utilize individual webpoint/USAV Academy training
- 7 Send examples of poor scoresheets to Ref/Score Chair → require them to have a Jr Work Crew Clinic

**d Ref Pay Increase Proposal**

- 1 Hasn't been adjusted since 2014; neighboring regions are paying more
- 2 1 day vs. 2 day events (difference in pay/location, mileage, parking, etc); will refs stay "home" if pay is similar or the same?
- 3 Why is this not being discussed in HR Committee (Independent Contractors) vs in general BOD meeting?
  - Recommendation should come from HR Committee

**MOTION to move the conversation about ref pay increase to the HR Committee**

**Motion: Wudi**

**Second: Blackmon**

**\*Include the assignor (Larry) in the HR committee discussion**

**Approved 10-0**

**X New Business – Majority Vote Needed for Motions/Voting**

- a Bill Peterson – request for donations effort at BRC (socks for homeless)
  - 1 Send donations to different geographic areas each weekend (Fox Cities, Madison, Milwaukee, etc)

**XI Adjourn**

**MOTION to Adjourn**

**Motion: Rushmer**

**Second: Mattes**

**Approved: 10-0**

\* - indicates attachments in the pre-read materials concerning this subject; (#) indicates numbered attachment

**BOLD** – indicates item is a potential voting item on the agenda

**NEXT MEETING: Monday, Feb. 3, 2020 at 5:30pm at the Badger Region Office**

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