



BADGER REGION BOARD OF DIRECTORS MEETING
Monday, Feb. 3 * 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...”

Dinner will be served before the meeting starting at 5:15 p.m.

Board of Director Attendance: Jim Momsen, Josh Price, Angela Lubach, Todd Mattes, Susan Peterson, Holly Jablonowski, Brian Rushmer, Kim Wudi, Mark Rushton

Ex Officio Members: Alexis Johnson, TJ Abshire, Jim Arts, Anne Slattery, Alexis Sheldon, Larry Schoenick, Jeff Liker

Phone: Betty Lange, Scott Blackmon

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

Absent: BJ Le Roy, Heather Curley, Curtis Madson, Julie Voeck, Bill Peterson

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- I Board Meeting - Call To Order
 - a Introductions of New Members & Guests
 - II Minutes from Nov 2019 **approved electronically**
 - III Mission Moment
 - a Thank you to the staff! Flexibility and efficiency dealing with lots of different things (events, day to day, club director questions, etc.)
 - IV Strategic Plan / Policies
 - a Questions on Strategic Plan Update
 - 1 More to come during event season with ambassadors
 - 2 Resource development, more to come after further discussion with HR committee
 - b Conflict of Interest Policy
 - 1 Standard, annual policy for checks & balances to comply with our non-profit status
 - 2 Disclosure of conflict and management internally – electronically
 - 3 Opening tag line/reminder of conflicts of interest to remain on meeting agendas
 - 4 Will also be used in nominations and elections
 - 5 New Policy will be added to and be referenced in by-laws (article 11, section 9)
- Motion to approve Conflict of Interest policy as proposed; amended to reflect the current by-law number (article 11, section 9)**
Motion by: Kim Wudi
Second by: Josh Price
Approved: 11-0
- c HR Committee update
 - 1 In light of update conflict of interest policy, Momsen now has conflict of interest with Referee/Score Items; Blackmon to chair those discussions
 - 2 Continue to review independent contractors compensation
 - 3 Also reviewing the structure of committees, chair positions, etc.

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 / Operations

a Questions on Staff Pre-Reads

- 1 Momsen no longer mentoring at BBS; replacement has been scheduled
- 2 IMPACT – timing of operational change? Can we do 2 hour on-court clinics? Other coaching clinics around the state to be explored
 - BRYFVL IMPACT attendance is strong and will remain

b Cyber Insurance Update

- 1 We now have cyber insurance for the Region; risk is minimal
- 2 Recommended: Password change every 90 days (8-character alpha-numeric, special character)
- 3 Click Bait awareness → 1-hour training video recommended
- 4 Https – make the domain secure (no extra cost with sites like GoDaddy; toggle services on/off)
- 5 PCI compliance – webpoint, stripe, paypal, square, EmailMe Form (multi-factor authentication)

VI Financial

a Financial Status Review – Fiscal year starts Oct 1

- 1 CDs have rolled over with limited earning – recommendation to cash in and deposit to money market or checking
- 2 A little more than a year of operating expenses on hand
- 3 On track with budget
 - Events not yet audited
 - Coaching Education (CAP) – come in at/under budget
 - HP registration just opened
 - Officials pay just starting to ramp up

VII Juniors

a Questions on Tryout Committee Pre-Reads

- 1 Recommendation to keep ALL tryout policies the same to acquire more data
- 2 Survey shared with Club Directors
 - Who used retention period vs. who is responding to survey
 - Confusion on how to apply/utilize it – assumptions not matching data that has been reported
- 3 Region needs to help clubs on how to communicate policies effectively (best practices)

Motion to extend time by 5 additional minutes

Motion by: Angela Lubach

Second by: Todd Mattes

Approved: 11-0

- 4 Concern over clubs collecting tryout fees and taking time of athletes/families without spots available within the club
- 5 Best practices needed for Families as well...questions to ask clubs
- 6 Perhaps region could contact clubs directly for those that plan to utilize the retention period to remind of best practices and communication elements

b **Proposal: B12s playing in G12 Tournaments**

- 1 “Test” tournament of Girls 13s tournament, all 12 year old teams – boys finished 0-4 (0-8 in sets)
- 2 Concern of social implications; is boy on girls team vs a boys team against a girls team different?
- 3 Currently only 1, boys 12s team outside of Metro Milwaukee (Appleton)

Motion to allow Badger Region club programs that are unable to field a complete, same-gender team are allowed to sanction and compete in region events as a combined boys/girls 12-and under-team, combined boys/girls 13-and-under team or a boys/girls 14-and-under team. The team will be allowed to play a maximum of three male players at any one time. If there are more boys than girls and the above requirement cannot be met, the team may compete in the next older age division available, 13’s or 14’s.

YOUTH COMPETITION (14-AND-UNDER): A team of 12-year-old boys or a co-ed 12s team can play in a girls 12s division at in-Region tournaments. A boys 13s team or co-ed 13s team (with more boys than girls) must play in a girls 14s division if they chose to play in a girls division. A boys 14s team or co-ed 14s team (with more boys than girls) must play in a girls 15s division if they chose to play in a girls division. For safety concerns, the team may only play up a maximum of two divisions. This is allowed at the tournament director’s discretion, effective immediately.

Motion by: Brian Rushmer

Second by: Susan Peterson

Approval: 11-0

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VIII Board of Directors / President Update

- a Concern over lack of quarterly updates/pre-reads being provided by committee chairs
 - 1 Something needs to be reported, even if it is that there is nothing to report
 - 2 Will look into consecutive missing reports
 - 3 Question on attendance policy – allowed to miss 1 meeting per fiscal year; the ability to enforce (volunteers)
- b Commend the staff
- c Financially strong, keep up the good work

IX Tournaments

- a Updates / Questions on events and tournaments
 - 1 256 teams for first weekend of BRC; 221 for 2nd weekend of BRC; 169 (plus adults, also includes Dale) 3rd weekend of BRC
 - Early discussion of true “Open” division, including out of region teams
 - 75/140 clubs are participating in some way
 - Increase in vendors, possible streaming all courts, and other signage to “enhance” the event experience
 - 2 65 total teams for BRQ
 - National & American bids
 - Likely 3 bids in age group
 - 3 BRPL up 7 teams and off to a good start
 - 4 Question on Dale Rohde timing on the calendar
 - Tournament has gotten too big for 1 or 2 facilities, thus needing convention center space
 - With contract/calendar changes coming in 2021 there will be more time between BRC & Dale

X Officials

- a Questions on Officials Pre-Reads*(8)
 - 1 13 candidates for regional certification
 - 2 New officials – mentoring at BBS, 13 more new officials ready to get started
 - Pilot (experienced official) program available to 1st year officials
 - 3 Tracking cards that are handed out: by who, to who, from which club, etc (for in-region events or region teams in out of region events)

XI New Business – Majority Vote Needed for Motions/Voting

- a Question about membership status within the Region; discussion about restricting membership
 - 1 Technically USAV code of conduct not violated; the felony was dropped, was able to pass the USAV background screen
 - Disqualifiers are listed on USAV website
 - 2 Grievance and due process policies being reviewed (currently only allows 1 year of review)
 - Directors & officers insurance now in place
 - 3 Legal ramifications - stricter policies with documentation needed
 - 4 USAV background screen policy dictates our policies/acceptance of membership; Jr Club Personnel Club Code of Conduct
- b Boys Winter Championships Meeting regarding Boys VB
 - 1 Shortening club season to include a winter championship
 - 2 Meeting tomorrow with JVA (Sharkey & Jen)
 - 3 An effort to collaborate/explore
 - 4 May speed up strategic plan of moving boys season
- c BoD apparel is in, please take it with you!

XII Adjourn

Motion to Adjourn

Motion by: Brian Rushmer

Second by: Holly Jablonowski

Approved: 11-0

* - 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: Sunday, May 3, 2020 at 1:00pm at the Badger Region Office

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