



BADGER REGION BOARD OF DIRECTORS MEETING

Sunday, May 3 * 1:00 P.M.

Online Conference Video Call

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...”

Board Members: Jim Momsen, Scott Blackmon, BJ Le Roy, Kim Wudi, Curtis Madson, Todd Mattes, Betty Lange, Holly Jablonowski, Mark Rushton, Josh Price, Susan Peterson, Brian Rusher, Angela Lubach

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

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

Guest: Craig Wiedel

Absent: Bill Petersen

- I Board Meeting - Call To Order/ Roll Call Attendance (Momsen)
 - a Potential conflict of interest on HP for Holly, Sharkey, Rushmer
 - b Welcome to Craig Wiedel, Great Plains Commissioner, who is sitting in on today’s meeting
- II Minutes from Feb. 2020 and March 2020 approved electronically
- III Mission Moment (Armson-Dyer)
 - a Sharkey recognized the officials and Sara Voigt for video bios and why they officiate. Great ambassadors for the Region!
- IV Region Office / Operations
 - a Questions on Staff / Event Pre-Reads*(2) (Staff)
 - 1 No comments
 - b Scholarship Selections (Sharkey)
 - 1 56 girls, 15 boys submitted applications
 - 2 10, \$500 scholarships to girls; 5, \$500 scholarships to boys; 1 Frisco Mo \$500 scholarship to both
 - 3 Random # selection when called upon by Sharkey
 - Girls Winners: Maddie Rettler (Milwaukee Sting), Elizabeth Fortune (Balance VBC), Madeline Hoch (Midwest Penguins), Claudia Bucholz (Revolution Volleyball Academy), Renee Michaels (South Shore Slam), Emily Schliesman (Eclipse VBC), Brooklyn Anderson (Wisconsin Premier), Madeline Davis-Troller (Wisconsin Performance), Laura Cassidy (De Pere Diggers), Aubree Bucheher (One Wisconsin Volleyball Club-Bay)
 - Boys Winners: Jackson Van Engen (Milwaukee Volleyball Club), Ethan Moll Hind (Madison Elite), Joshua Hoening (Southport VBC), Colin Kenney (Milwaukee Volleyball Club), Avery Pohlman (Milwaukee Volleyball Club)
 - Frisco Mo Winners: Lauren Glissendorf (Crossfire VBC) & Aidan (A.J.) Hevrdejs (Spike Milwaukee VBC)
 - 4 Sharkey to review eligibility based on applications and in good standing with clubs
- V Financial
 - a **Paycheck Protection Program Loan Resolution*(3)** (Armson-Dyer)
 - 1 Approved by Government Yesterday (5/2/20); By-Laws require board approval/resolution
 - 2 Discussion of terms of the loan

Motion to authorize Jennifer Armson-Dyer to sign for PPP loan

Motion: Holly Jablonowski

Second: BJ Le Roy

Approved: 12 -1; Angela Lubach opposed

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

- b Financial Status Review (Armson-Dyer)
- 1 Discussion of current financial status, expenses that were able to be moved forward into next season.
 - 2 Discussion of class by class status, what is outstanding and what was able to be cut.
 - 3 Discussion of overall projections based on outstanding and potential programming, including HP and BRYFVL.
 - HP will be discussed later in the agenda; multiple scenarios (run it, don't run it, modify it)
 - Youth (BRYFVL) planning to go, but waiting on State guidelines
 - Admin – staff has looked closely at areas to cut/reduce

- c **Professional Payment Schedule Review/Questions*(4)** (Armson-Dyer/Momsen)
- 1 HR Committee met week of April 27 to review Professional Payment Schedule
 - Discussion of elimination and redistribution of funds and responsibilities. Discussions will continue through the next few months.
 - Suggestion to focus on staffing and supporting them; focus on cutting other areas first
 - ◆ Where do our priorities lie? Loyalty to staff members is important – impact on Region as a whole is huge
 - Budget to be prepared using current Professional Payment Schedule with noted changes; can discuss further when budget is presented/voted upon at Sept. 2020 BOD meeting
 - ◆ Additional thoughts/concerns to be shared with Jen/Jim who will take to HR Committee

- VI Board of Directors / President Update (Momsen)
- a Ongoing discussions with Executive & HR Committees; Health of Staff & Region is on forefront
 - b Potential By-Law Revisions Discussion
 - 1 Any changes need to be reviewed by BoD for 30 days of review/comments
 - 2 Special Meeting may be needed for by-law review. Momsen will take the first draft of the by-laws and work with Jen on putting something together for board review.
 - c **2020-2021 Board Slate of Meetings Discussion*(5)**
 - 1 Discussion of issues for Men's College Coaches on slate of dates. Jen will put together a survey for availability of board members.

- VII Juniors
- a **2020 High Performance Program*(6)** (Armson-Dyer/Sharkey)
 - 1 Discussion about the future for the 2020 region HP program. Other regions and International teams have dropped and uncertainty on college coach travel.
 - 2 Discussion of logistics and budget impact to region and families
 - Final payment due to airline is June 8, don't know if college campuses are going to be open or available to use.
 - Is this something the region should invest in right now with the already big loss? Is this something we should ask the families to pay for when some may already be financially hurting. Even in a normal year, the cost to the family is \$600+ and it would be around that this year.
 - 3 Camp option – perhaps college coaches are more available to be in the gym with our HP athletes

Motion to participate in HP Championships in Pittsburgh

Motion: Curtis Madson

Second: Brian Rushmer

Comment: Lots of unknowns. Should make decisions based on what is known now, we can't predict future

Motion Fails: 1-12

Motion to add an additional 5 minutes

Motion: Curtis Madson

Second: Holly Jablonowski

Additional Discussion:

- Should we be making cuts now to have finances available for future decisions and the viability of the region if we lose membership or can't run events? What is most important right now. Will there be more information available if we wait until June to make decisions, or can we start on another plan now?

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Motion to add an additional 5 minutes

Motion: Curtis Madson

Second: Holly Jablonowski

Additional Discussion:

- There was a unanimous vote to reschedule Champs. Discussion about resources and staff time, lead time for camp and to be able to do something that the members want. Perhaps put a positive spin on cancelling HP Championships, but provide a camp. It becomes more controllable by us.
- Budget wise → could look to plan budget at zero cost to region (break-even)
- If we wait until June 1, perhaps USAV cancels and it's on them instead of us
 - That's four weeks away and valuable planning time to go in another direction
 - Concern over viability of the tournament
- No USAV timeline, depends on interest

Motion to host a Badger Region High Performance Camp this summer

Motion: Brian Rushmer

Second: Curtis Madson

Approved: 13-0

- b Questions on Tryout Committee Pre-Read*(7) (Sharkey/Committee)
 - 1 How many clubs are we hearing are using credits or vouchers for next season?
 - We've only heard from three or four
 - 2 Can this be added to the best practices document? The new MMS will allow a waiver to be added which must be accepted by the family.
 - 3 As a region why are we mentioning a financial stance – opens a can of worms
 - 4 Parents may view as a down payment and feel they're forced to rejoin the "old club"
 - 5 Tryout Committee stance is "As a region we do not recognize credits as an offer..." (pre-reads)
 - 6 Staff needs to be backed by board on our stance/message
 - 7 Emergency board meeting may be called if tryout schedule needs to be altered
- c Junior Initiatives: What Can We Do For Clubs*(8) (Rushmer/Staff)
 - 1 Document shared during meeting, presented by Brian Rushmer
 - 2 Ideas to Rushmer by Wednesday; staff will begin planning
 - Virtual championship?

VIII Officials

- a Questions on Officials Pre-Reads*(9) (Arts/Sheldon)
 - 1 Question on official requirements, "In Good Standing" requirements
 - Nothing currently in writing to explain what is "expected"
 - Why is it needed? To ensure region training/financial support (independent contractor)
 - Assigning/rating may be affected by in good standing or not
 - Concerns over employee vs. independent contractor and if those lines would be crossed
 - Some level of maintenance/certification makes sense in line with USAV (who does the certifying) but USAV is not hiring those individuals where the region is.
 - Don't believe this is needed or warranted and puts the region at risk.
- b Discussion Topic: Min. Age for Officials To Be Paid*(10) 3:15 p.m. (10 min)(Arts)
 - 1 Request for exception for BRYFVL officials, approved
 - 2 Perhaps bring officials/HR committee together and review
 - Want refs to get training out of the way and hit the ground running at 16th birthday

IX New Business – Majority Vote Needed for Motions/Voting

- a Clarification: On board election and voting based on geographic region; it's always been done this way. They are voting on who represents the geographic area.
 - 1 Any suggestions on how to improve to Kim Wudi
- b New Club Director Meeting – Sunday, August 2nd
 - 1 RFPs out, working on \$7k budget;
 - 2 Survey club directors on preference

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X Adjourn

(Momsen)

Motion to adjourn

Motion by Brian Rushmer

Second by Scott Blackmon

Approved 13-0

* - 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, Sept. 20, 2020 at 1:00pm at the Badger Region Office or online

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