



BADGER REGION BOARD OF DIRECTORS MEETING
Monday, Feb. 22 * 5:30 P.M.

Online Conference Video Call:

Join Link: <https://global.gotomeeting.com/join/802259549>

By Phone: +1 (646) 749-3122, Access Code: 802-259-549

If you are not talking, please mute your computer or phone

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

Ex-Officio: Anne Slattery, Jeff Liker, TJ Abshire, Alexis Middleton, Heather Curley, Teague Prichard

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

Absent: Lexi Sheldon, Julie Voeck

- I Board Meeting - Call To Order / Roll Call Attendance
 - a Reminder to keep discussions to necessary comments

II Approval of Minutes from Nov. 2020*(2, 3)

Motion to Approve November Meeting Minutes

Motion: Madson

Second: Wudi

Passed: 12-0

III Mission Moments

- a Sara Voigt – BBS officials training, mentor Andy Williams trekked through a snow storm to get there and help provide feedback to new in-training officials. Thank you, Andy!

IV Region Office / Operations

- a Questions on Staff Pre-Reads*(4)
 - 1 Question on cont. ed requirement, tracking, changes to current
 - Challenges with SE not being roster restrictive
 - Coaches who aren't coaching due to COVID concerns
 - 2 Grievance case update request from Ange to BJ - nothing at this time, hopefully a report this week
 - 3 Thank you to staff for pre-reads, Beacon, CD Emails. Continue to over communicate
 - 4 Covid Updates
 - Event feedback
 - ◆ Some complaints on crowding & COVID protocols; each facility is different
 - ◆ Most people appreciate the Region mask mandate
- b **Cyber Security & Training Update**
 - 1 KnowBe4 – cyber security, phishing simulation training software
 - 2 People, Infrastructure, devices, network = modern security stack, starts with human (educated users is most important step)
 - 3 May not be mandatory, but is necessary
 - 4 26 users would be approximately \$600-\$800 annually (26 email addresses)
 - Perhaps create @badgervolleyball.org email for all board/staff through the service provider
 - 5 Concordia University also uses this program; check email address after the name of the sender and/or reach out directly to sender to verify
 - 6 BR website shares email in multiple places, should they be hidden? No, not necessarily unsafe (unless website got hacked)
 - 7 Attackers aren't after us, they target those close to us
 - 8 Question on purpose, to protect our money or our devices/people? Who will oversee it?
 - Todd willing to oversee the program (already does so for his place of employment)

Badger Region Volleyball Association Mission Statement

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

- Purpose is a tool of education
- 9 Todd will continue to investigate with KnowBe4 and circle back with Jen & Jim
- c Tryout Committee Update
 - 1 Request from staff for any changes being requested as they would need to be voted on at next BoD meeting in May
 - 2 Tracking document for those that have accepted retention offers (Club Directors would provide names to the Region)
 - Accepted retention offers attending additional tryouts affects the integrity of the tryout/selection process
 - Staff will develop this as well as continue to educate members (clubs, families)
 - 3 Are we any closer to an open tryout period?
 - Unclear; some in favor, some opposed
 - How can we avoid continuing to evaluate how we respond to neighboring regions?
 - Tryout committee will meet to talk about this

V Events

- a Badger Region Events Update
 - 1 Events are happening! Yay!
 - 2 BRPL
 - 2/3 weekends are completed
 - Second weekend went smoother than first, less complaints about end time
 - Changes in schedule (3 team, 6 team pools) confuse some people
 - ◆ 3 team pools have work teams
 - ◆ 16 Elite & 18 Elite have R2
 - Spectator restrictions different by facility; reports of overcrowding in gyms (perception is different for everyone)
 - Site Directors have turned into the mask police
 - Adults not leading by example; attempting to beat the system to get more spectators, avoid wearing mask, etc.
 - A few coaches have received multiple warnings regarding masks; site directors should follow up with Jen/Kelly
 - ◆ Clarification on the mask policy, it is a REGION policy; does not apply to out of region events
 - ◆ Local regulations supersede
 - ◆ Remind club directors that Region mask mandate is independent of state order
 - 3 Badger Region Qualifier (66 teams in 6 divisions)
 - 13s & 14s single day; 15s-18s two-day event
 - A few more teams than last year
 - Hosted at MSC; spectator limits, streaming on Sting TV
 - 4 Dale Rohde
 - Unable to run at WCD due to capacity restrictions
 - Will be hosted at UW-Parkside (7 courts)
 - March 6-7, schedule up on AES
 - 1 spectator per player
 - ◆ Looking at allowing college coaches as much as possible within “work staff”
 - Sue Rohde running online auction
 - 5 Badger Region Championships
 - TBD → waiting on official word from City of Milwaukee
 - ◆ VISIT MKE & Wisconsin Center want to have the event and expects us to be running an event
 - ◆ Have not received 100% approval from the city of Milwaukee
 - ◆ Have not been told no
 - 1250 people, 23 or 24 courts
 - ◆ All teams fit, spectators will depend slightly on roster size
 - Ticketing will be pre-sale only (no on-site ticket sales)

Badger Region Volleyball Association Mission Statement

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

- ◆ Pre-order by club directors
 - ◆ TBD pending city approval
 - Apparel is being sold online; Fine Designs will be on-site if allowed
- 6 Summer Events
- July 10: Badger Beach Qualifier
 - August 7-8: Badger Beach Championships

VI Financial

a PPP Loan Update

- 1 Not yet applied for forgiveness as BMO portal not yet open
- 2 PPP2 – we should be eligible, Jen prepping for board review

Motion to Approve application for PPP2

Motion: Rushmer

Second: Price

Passed: 11-1

b 2020-21 Financial Status Review

- 1 Staff has limited spending
- 2 Carry over for events from 2020
- 3 In a good position currently, but a lot of the year to go
- 4 Projection was for 75% of membership
 - Slightly behind
 - No WVC season
 - Summer memberships still to come
- 5 Request for comparison of current numbers vs projected budget

VII

a Budget Request – Outdoor Nets*(5)

Motion to Approve Budget Request for Outdoor Nets (\$1500)

Motion: Madson

Second: Lubach

Passed: 13-0

Discussion:

- **Approx. \$140/net includes everything**
- **does this include park fees? No, this is a capital request; entry fees for the event will take care of admin fees**

VIII Officials

a Referee Chair Approval

- 1 Nomination of Teague Prichard (Jr National Referee) for referee liaison position to USAV
- 2 Will join referee committee, scheduling of observations, and take on duties previously held by Julie for referee advancement

Motion to Approve Nomination of Teague Prichard as referee liaison to USAV

Motion: Peterson

Second: Blackmon

Passed: 13-0

b Modified Scoresheet Discussion*(6)

- 1 If used at National Qualifiers, why not the baseline for Badger Region events?
 - Can attempt to obtain positive/negative feedback, from USAV, on its use at previous events
 - Put in place during COVID when kids were no longer work teams
 - Jim, Teague, Lexi, and Jen to seek more information from USAV and other Regions
 - Suggestion to be a “test region” for modified scoresheet

IX Board of Directors / President Update

a Thanks for flexibility and adaptability

b Board Committee Participation

- 1 Survey results are in; good feedback and update of interests and current involvement

Badger Region Volleyball Association Mission Statement

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

- 2 Attempt to keep smaller committees, add additional help where and when needed
 - 3 Diversity & Inclusion Committee is being formed
- c Other Updates - none

X New Business – Majority Vote Needed for Motions/Voting

- a Requested clarification on if Officials should be enforcing mask mandate?
- 1 Tournament/Site directors have agreed to profit from running events, shouldn't they enforce tournament rules?
 - 2 Officials have enough responsibility already in the match, especially with modified work crews; also may be a deterrent to new/younger officials
 - 3 Would amending the mask mandate as a "rule" (part of the uniform) make it more enforceable?
 - 4 Should be a TEAM effort; everyone (officials, site directors, coaches) needs to give reminders and not pass the buck to another
 - 5 Delay service for the team with masks down (make eye contact with Coach to give reminder)
 - 6 ELMO: Holly; SECOND: Blackmon
 - 7 Teague, Sara, Kelly to review and report back to the board

Motion to Adjourn

Motion: Blackmon

Second: Jablonowski

Approved: 13-0

XI Adjourn

* - 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, May 10, 2021 at 5:30pm via TBA (virtual or in-person)

Badger Region Volleyball Association Mission Statement

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