



BADGER REGION BOARD OF DIRECTORS MEETING
Sunday, Sept. 19 * 1:00 P.M.

In-Person:

Thunder Bay Grille Pewaukee
N14W24130 Tower Place, Pewaukee WI 53072
Lunch buffet will be served, starting at noon until 2pm

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, Scott Blackmon, Kim Wudi, Curtis Madson, Holly Jablonowski, Josh Price, Susan Peterson, Brian Rushmer, Angela Lubach

Ex-Officio: TJ Abshire, Alexis Middleton

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

Absent: BJ Le Roy, Breit Nelson, Todd Mattes, Heather Curley, Anne Slattery, Lexi Sheldon, Teague Prichard, Jeff Liker, Mark Rushton, Julie Voeck, Sara Voigt (BRYFVL)

- I Board Meeting - Call to Order / Introductions
 - a Welcome Cyndi Wood & Merri Oxley
 - b Good to see everyone in person

II Approval of Minutes from May 2021*(2)

MOTION to Approve February Meeting Minutes

Motion: Madson

Second: Price

Passed: 8-0

III Mission Moments

- a Madson gives shout out to staff and all who helped to re-create HP experience for athletes and coaches at the All-Star Championships
- b JAD thanks All Star Championships event planning committee (Sharkey was on); lots of work put together in just 6 weeks. Jen will be sending certificates to all committee planning members
- c Peterson announces that BRYFVL is off to a good start; shoutout to Sara for directing & Kelly scheduling

IV Strategic Plan* (3)

- a 5 Key areas: Leadership, Resource Development, Communication, Programs, Infrastructure
- b Phase 1: United Way DEI Challenge, SWOT, Needs Assessment, review current Strategic Plan
- c Phase 2: Continue DEI Challenge, 1 on 1 interviews with BoD, “360 degrees of Resource Development” workshops, create Ambassador programs, assist Executive Director & BoD President with succession planning and healthy board transitions
- d Phase 3: strategic planning session internally prior to BoD session, creation of reports to be used in decision making at retreat, facilitate board retreat, updated dashboard with activities, specific assignments, and timelines

V Region Office / Operations

- a Questions on Staff / Event / Officials Pre-Reads*(4)
 - 1 Curtis willing to help advocate and be part of discussions with WIAA
 - 2 Question on clubs reporting of retention offers; overall it went well
 - 25 clubs reported as using and have all athletes who accepted retention offers listed on google sheet which is view only to Club Directors
 - 3 Club Superior concerns → budget request for more offerings in addition to working with NCR to support them. Some re-education for them as to how USAV works may be needed. Kim Wudi would be willing to help and/or assist Sara (staff) with communication/training

Badger Region Volleyball Association Mission Statement

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

b Covid / masking guidelines guidance *(5)

- 1 Concern over the ability to enforce it; however, clubs are asking for guidance
- 2 “Strongly recommended” State/local/CDC guidelines
- 3 Club Director email → CDC guidelines, local guidelines, and/or facility rules should be followed; there will not be an official Badger Region Policy
 - Facility will need to be the ones to enforce
- 4 Stress to officials COVID protocols (no switching sides, no shaking hands, etc.)

MOTION to extend time by 5 minutes

Motion: Madson

Second: Jablonowski

Passed: 8-0

VI Financial

a PPP Updates

- 1 PPP1 granted and forgiven; PP2 granted and in the process of being forgiven. ERC (Employee Retention Credit) was not utilized

b 2020-21 Financial Status Review

- 1 Cash/CDs to be reviewed; we are in a healthy place
- 2 Membership projected loss at 14% (budgeted for 25%), mostly WVC athletes who did not register
- 3 Dale \$4500 over budget despite being moved out of Wisconsin Center
- 4 Juniors reeled back, but still provided services (AOC Talent ID clinics)
- 5 Coaching Education was quiet (AOC, AVCA, etc.)
- 6 High Performance managed well despite last minute changes to event location
- 7 Youth (BRYFVL) will see huge profit; 205 teams registered
- 8 Adult one-event only
- 9 Officials moved away from in-person clinics
- 10 BRC was a success despite getting the green light 6 days prior to first weekend
- 11 BRQ was break even
- 12 BRPL came in just under budget; less spectators, allowed facilities to charge slightly more
- 13 No additional feedback from finance committee (BJ & Anne)

c 2021-22 Budget / Prof Pay Schedule Approval*(6a)

- 1 Changes/Additions to requests
 - Coaching Education (AOC, 3C, Region Clinics) increase
 - ◆ Rushmer, Madson, Wudi all willing to help facilitate 3C
 - Region hosted clinic in Dec (ask Men’s Coach, Beach, Diversity candidate) is a go! \$10k budget
 - Badger Region Boys Incentive/Support
 - ◆ Avoid losing boys clubs/teams to AAU
 - ◆ Incentivize them for competing in USAV events
 - ◆ Concern over incentivizing versus clubs wanting to play the top competition; we don’t tell clubs how to run their business. Would we need to also do for girls’ teams?
 - ◆ Earmark \$

MOTION to extend time by 5 minutes

Motion: Rushmer

Second: Madson

Passed: 8-0

- ◆ Question on if incentive helps the club vs individual families; we would advertise, but ultimately would be up to the club on how to utilize

MOTION to extend time by 5 minutes

Motion: Madson

Second: Peterson

Passed: 8-0

- ◆ Can we wait until November to decide how (much) to incentivize?
- ◆ Why doesn’t USAV ask Regions how they can help; lets be sure the money we give back is going to the appropriate area of need. This is a boy’s problem not as much a girl’s problem (ex: Girls went to AAU 10 years ago, but USAV still survived & is thriving now)

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MOTION to extend time by 5 minutes

Motion: Rushmer

Second: Madson

Passed: 8-0

- ◆ Can this go to committee (Junior Chair, Boys Rep, Program Director)
 - How can we get California Clubs to come here to Badger Region?
 - How can we add value to boys' clubs?

MOTION to earmark up to \$50k to be used as a USAV participation incentive program for region youth clubs to be approved by the board prior to implementation.

Motion: Madson

Second: Rushmer

Passed: 8-0

- ◆ A subcommittee will be formed consisting of the Junior Rep, Boys Junior Rep, Girls Junior Rep, and 1 additional board member

2 BR Event Ref Pay Proposal*(6b)

- Incentive for Badger Region Officials that have been loyal to the region
- Question of the compareables (USAV vs "other" events); pricing was compared to USAV/Region hosted events & qualifiers in neighboring regions

MOTION to approve BR "Marquee"/hosted Event Ref Pay increase as proposed

Motion: Jablonowski

Second: Wudi

Passed: 8-0

3 Spectator Code of Conduct Banner Purchases*(6c)

MOTION to approve purchase of (60) Spectator Code of Conduct Banners

Motion: Madson

Second: Lubach

Passed: 8-0

MOTION to approve the budget as discussed during today's meeting

Motion: Rushmer

Second: Peterson

Passed: 8-0

BREAK (10 min)

VII Juniors

a Tryout Committee Report*(7)

- 1 No proposal being brought forward to the board at this time
- 2 Feedback received following August JCD meeting to board members, committee members, and survey that was distributed
- 3 Majority of those that spoken up were against a move to summer tryouts
- 4 QR Code to survey will be available to members throughout fall at region events
- 5 Ask the tryout committee to poll other regions that recently moved to early tryouts for feedback on positives/negatives of the change
 - Texas, Iowa, Great Lakes have shared negative feedback on process and general roster chaos in casual conversation
- 6 Continue to keep your ear to the ground as tryouts approach for other issues that may need to be addressed

b Update: Boys & League One

- 1 League One is buying clubs and selling their mission statement
- 2 Concern of them becoming their own stand-alone association which creates competition for the region
- 3 The ultimate vision is to create a pro league, using the club athletes to filter and support
- 4 Should this create priority on educating our members on membership benefits of being in Badger Region (Badger Region club); safety, education, customer service, events, etc.

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VIII Board of Directors

a Google Drive / Board Materials

b 2021-22 Meeting Date Selection*(8)

- 1 Monday, November 8th at 6pm (in-person @ Region Office, notify us if not attending for food purposes)
- 2 Monday, February 28th at 6pm (virtual for all)
- 3 Saturday, May 14 & Sunday, May 15 (site location TBD)
- 4 September '22 meeting TBD at February '22 meeting

IX President Update

a Board Participation – Executive Session, Voting Members Only**

1 BJ LeRoy is no longer treasurer of the Badger Region; nor is he the chair of ethics & eligibility committee any longer

X New Business – Majority Vote Needed for Motions/Voting

- a Concordia vs Lakeland Men's volleyball match to be promoted through region in an effort to promote Men's volleyball and attempt to break NCAA DIII attendance record (1200 people)
- b Strategic Planning logistics budget request by JAD

MOTION to approve up to \$10k for logistics of Strategic Planning Retreat

Motion: Jablonowski

Second: Blackmon

Passed: 8-0

- c questions of protocol for tournament formats; Kelly will send something out to all tournament directors (waiver approval must go through Kelly if less than 4 match minimum for a single day event)
- d discussion of continuation of parent work crews (pros: timing of event formats, cons: parent paying admission and then having to work, parent club bias, recruiting restraints)

XI Adjourn

MOTION to adjourn

Motion: Wudi

Second: Rushmer

Passed: 8-0

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

** - indicates pre-read material coming from Jim Momsen separately

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

NEXT MEETING: Monday, November 8th at 6:00pm at the Region Office