



## BADGER REGION BOARD OF DIRECTORS MEETING

Monday, Nov 8 \* 6:00 P.M.

### In-Person:

*Badger Region Volleyball Office*

2831 N. Grandview Blvd., Suite 105, Pewaukee, WI 53072

### MINUTES

*“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 (phone), Curtis Madson, Holly Jablonowski, Josh Price, Susan Peterson, Angela Lubach, Breit Nelson (phone), Mark Rushton (phone)

Ex-Officio: TJ Abshire, Alexis Middleton, Julie Voeck (phone), Heather Curley (phone)

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

Guests: Cyndi Wood & Merri Oxley, Stephanie Achten

Absent: Todd Mattes, Anne Slattery, Lexi Sheldon, Teague Prichard, Damien Evans, Brian Rushmer

- I Board Meeting - Call To Order / Introductions
  - a No stated conflicts of interest
  - b Welcome Cyndi & Merri!

### II Approval of Minutes from Sept. 2021

**MOTION to Approve February Meeting Minutes**

**Motion: Madson**

**Second: Jablonowski**

**Passed: 10-0**

### III Mission Moments

- a Congrats Kim Wudi (WIAC Champions) and Brian Sharkey (WIAA State Qualifier)
- b Boys Open House – nice event, well attended, thank you staff
- c Shoutout to Spiess for taking lead on organizing WVC teams/athletes in Sports Engine
- d Thank You Sara & Kelly for all their work on BRYFVL

### IV Strategic Plan

- a SWOT Response Review\*(3)
- b Review from strategic planning team on SWOT analysis and calls with board, staff and other key volunteers. SWOT (Strengths, Weaknesses, Opportunities, Threats) survey; over 800 responses
- c Diversity, Equity, & Inclusion (DEI) along with 5 Key Elements of every successful organization (key areas as voted on by respondents)
  - 1 Leadership (#2 key area)
  - 2 Resource Development (#3 key area)
  - 3 Communications

**MOTION to extend time by 10 minutes**

**Motion: Jablonowski**

**Second: Madson**

**Passed: 10-0**

- 4 Programs and Services (#1 key area)
- 5 Management and Culture
- d Respondents asked thoughts on ways to expand or improve upon Badger Region’s Education, Infrastructure, and DEI
- e Respondents also asked about their personal and organizational goals and what is of most concern to them about Badger Region
- f Thank you! Full Power Point and survey results will be shared with BoD & Staff
- g Question – How will the previous strategic plan roll into this (current) strategic plan?
  - 1 Will look at what goals weren’t achieved and why from previous SP
  - 2 Identify new goals and build upon previous SP
  - 3 Time based prioritization

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

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

- V Diversity, Equity & Inclusion
  - a Welcome Stephanie Achten!
  - b Learning and Discussion
  - c Welcome & overview
  - d Icebreaker – Name, position, how long w/ BRVA, what do you love most about BRVA?
  - e Working agreements
  - f 21 Week Equity Challenge
    - 1 Awareness – “a path to healing”
      - Its easy to miss what you’re not looking for
      - When did you become aware of your whiteness or race?
    - 2 Voices of our volleyball family
      - What emotions come up after watching?
  - g Next Steps & wrap up
    - 1 Thank you for sharing
    - 2 More opportunities to share will come
    - 3 All of our experiences are different
  - h Jim Momsen working with Sara and a group of Spanish speaking coaches/officials from Venezuela (not currently fluent in English)
    - 1 Requested rule books, tests, etc. in Spanish; we don’t currently have these resources
    - 2 Attended Boys Open House – connected with Sara & Jim
    - 3 Background screen/membership is currently the hurdle, but Sara working to get them certified ASAP

**BREAK (10 min)**

- VI Region Office / Operations
  - a **Questions on Staff / Event / Officials Pre-Reads**
    - 1 No questions
    - 2 Clarification on boys’ growth allocation
      - Approved to utilize and grow boys’ volleyball how staff sees fit; if exceeding allocated amount must be approved by board
      - \$2,500 to be allocated for Boys Advanced Skills Clinic (161 registered – sold out; 90 are from Badger Region)
      - Sponsorship with Frisco Mo
    - 3 December Coaching Clinic in Middleton
      - Request for BoD to help promote
      - Sponsorship from Sports Imports
      - Clinicians: John Kessel, Eric Hodgson, Marajuane Jafir, and Cathy Noth
    - 4 Art of Coaching Clinic (April 22-25), Marquette University
      - Friday Youth Clinic (John Dunning, Deborah Newkirk, TBD)
      - Sat/Sun (Russ Rose, John Dunning, Terry Liskevych, Ryan Theis, Marie Zidek, Debbie Brown, Deborah Newkirk)
      - Possible Additional budget request on AOC premium memberships
        - ◆ All 234 Free premium memberships were claimed in a little over 24 hours
        - ◆ Can we do our own materials and programming vs third parties? There are significant staffing and financial hurdles to doing this

**MOTION to extend time by 10 minutes**

**Motion: Jablonowski**

**Second: Madson**

**Passed: 10-0**

- ◆ Perhaps we should stick to our allocated budget and re-evaluate after we have the analytics from AOC
- ◆ Follow up on membership discount and how to share that
- ◆ Seek contact info from those who feel they “missed out”

**Motion to purchase up to 100 additional memberships at \$30 each**

**Motion: Jablonowski**

**Second: Blackmon**

**Passed: 8-1-1 (Rushton opposed; Lubach abstained)**

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

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

- 5 Events
  - Conversation about parent work crews moving forward
    - ◆ Concern over working parents or teams not being able to provide adult workers
    - ◆ Thought is to have free entry for those workers
    - ◆ Can we break down by division/age – need to survey our members
      - Could we start at 14s and graduate the parents up so they improve as the speed of the game increase

**b Non-Payment of Dues List & Legal Risk**

- 1 The delinquent list replaced the former Region Hold list (which put the Region at legal risk)
- 2 List is not publicized, but is shared with CDs upon request
- 3 Perhaps we are not always receiving the whole story from club directors, when athletes are placed on the list
- 4 Clubs (businesses) have avenues to collect funds on their own (small claims or otherwise); we don't intervene in financial disputes
- 5 Tabled for now; Ethics committee to review further in the summer

VII Financial

- a PPP Updates
  - 1 Still in review status (60 days to respond)
- b 2020-21, 2021-22 Financial Status Reviews
  - 1 BRYFVL (2020-21 budget)
    - Three college men's teams officiated for fundraiser (MSOE, Carthage, and Concordia)
    - Estimated a good net, will be put back into youth programming and coaching education offerings
  - 2 Current financial position is strong (front loaded income; expenses occur throughout the year)
  - 3 No questions

VIII Juniors

- a Tryout Committee Report
  - 1 Survey is still open (160 respondents); overwhelming response is to keep tryouts the same (Fall)
  - 2 Possible concept of separating National vs regional team tryouts

IX Officials

- a **12s Step In Rule Discussion**
  - 1 Rule is not the issue; it's the communication of the rule from TD to officials and then officials to the coaches
  - 2 Sara & Teague continuing to work on communication
  - 3 Designate by stepping in from the end line (6ft)
  - 4 Points of emphasis being shared at officials' meetings
- b 17 new officials trained during BRYFVL; 21 additional officials to be trained during BBS
- c 205 officials in 2019; 65 in 2020 (COVID); goal to get back to 220+
- d Continued focus on advancement and making it easier for them through additional mentoring. We need to continue to retain officials

X Board of Directors

- a **Approval of Treasurer BOD Position**
  - 1 Momsen discussed a candidate. Previous board experience is not needed for treasurer position. Just a member in good standing. Preferred financial background. Momsen will take this input into appointment decision.

XI President Update

- a Potential removal of an additional board member who has been inactive & non-responsive
- b Jim contacted by collegiate (UW-Madison) intramural officials interested in becoming Badger Region officials
- c Please participate and be active in the DEI moving forward

XII New Business – Majority Vote Needed for Motions/Voting

- a Concordia vs Lakeland match on March 23, 2022 in effort to break NCAA attendance record (1200 people; Concordia capacity at 3500); keep eyes on Badger Beacon for free admission opportunities

**Badger Region Volleyball Association Mission Statement**

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

- b USAV events are mandating no side change; suggested language to include if there is a competitive advantage, side change would occur (tournament director decision and noted in pre-tournament communications)
  - 1 How is side/bench being determined – coin flip (side, serve or receive)
- c Review the by-laws to change/update the Ethics & Eligibility chair/committee
  - 1 Currently no sitting ethics chair (was BJ LeRoy)
  - 2 Appoint a committee to review current grievances (Holly, Susan, Josh); Jen to help summarize and share with committee
  - 3 JAD/Lubach will review current due-process and by-laws and share with Board for review and discussion / approval at Feb BOD meeting.

XIII Adjourn

**Motion to Adjourn**

**Motion: Peterson**

**Second: Lubach**

**Passed: 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. 28 at 6:00 p.m. CT.**