



BADGER REGION BOARD OF DIRECTORS MEETING MINUTES
Monday, Feb. 28 * 6:00 P.M.

In-Person:

Badger Region Volleyball Office
2831 N. Grandview Blvd., Suite 105, Pewaukee, WI 53072
Dinner will be served prior to the meeting, starting at 5:30pm

Electronic Option, if Necessary (if using this, please let Jen know):

<https://meet.goto.com/512506213>

Phone: [+1 \(312\) 757-3121](tel:+13127573121) / Access Code: **512-506-213**

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 (virtual), Kim Wudi, Beau Rath, Holly Jablonowski, Josh Price, Susan Peterson (virtual), Angela Lubach (virtual), Breit Nelson, Brian Rushmer (virtual)

Ex-Officio: TJ Abshire, Julie Voeck (virtual), Teague Prichard (virtual), Damien Evans

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

Guests: Cyndi Wood & Merri Oxley

Absent: Curtis Madson, Mark Rushton, Todd Mattes, Alexis Middleton, Lexi Sheldon, Heather Curley, Sara Voigt

I Board Meeting - Call To Order/ Introductions

II Approval of Minutes from Nov. 2021*(2)

MOTION to Approve November Meeting Minutes

Motion: Jablonowski

Second: Price

Passed: 10-0

III Mission Moments

- a Staff would like to give a shout out to Teague Prichard, who is doing a phenomenal job advocating for officials on many levels
- b Jim Momsen thanks the Region staff for a successful weekend at the BR Qualifier

IV Strategic Plan

- a Needs Assessment Survey (NAS) Review*(3)
 - 1 Strat Plan Core Group (Jen, Sharkey, Cyndi, Merri) meeting regularly (19 meetings total to date) with Jim either joining in or touching base with Cyndi or Merri separately
 - 2 Recap of survey results and high priority topics
 - 3 222 people responded to Needs Assessment Survey – full summary in meeting materials
 - How many people received the survey → 200 stakeholders and all Badger Beacon recipients in mid-December
 - Board will receive full copy of NAS results post meeting
 - 4 Key Areas of Focus: Leadership, Resource Development, Communications, Programs & Events, Services, DEI
 - 5 Seven pages of additional comments
- b Ambassador Update
 - 1 Ambassadors can be anyone you talk volleyball with
 - 2 Expand our reach to more potential members vs our current members
 - 3 Types of Ambassadors: Events, Grassroots, Communication, e-ambassador, committee ambassador
 - 4 Incentives: Beacon recognition, Region Swag, opportunities to meet & interact with Region members
 - 5 Developing Ambassador Toolkit full of resources
 - 6 Clarification that Ambassadors would not need NDAs (Staff, board, committee members would)
- c Next Steps
 - 1 Included in previous discussion
 - 2 Seed feedback on NAS presentation and Strat Plan materials to Cyndi & Merri by April

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 / Event / Officials Pre-Reads*(4)
 - 1 Question on hotels or other conflicts due to NCAA basketball in town at same time as BRC1 – Not so far. Some pre-planning was done with VISIT MKE to ensure enough hotel rooms
 - 2 Working through some challenges with WC construction and other groups using space

VI Financial

- a Financial Status Reviews
 - 1 Welcome Beau Rath, new Badger Region Treasurer
 - 2 Look into taking action on cash/CDs, but keep an eye on interest rates
 - 3 Forgiveness approved for both PPP loans
 - 4 Membership has increased more than we expected it to/budgeted for
 - 5 Event registration has increased dramatically
 - 6 HP season is getting underway, many event details still TBD but All-Star Championships will be in Tulsa (July)
 - 7 BRPL may come in a bit below projections – less teams and changing climate of participating clubs (regional vs national)

BREAK (10 minutes)

VII Juniors

- a Items moved to May for time considerations, as they are not time sensitive to this meeting

VIII Officials

- a **Hotel Policy Clarification*(5)**
 - 1 Some discussion about increasing the reimbursement amount for officials traveling who request / need a hotel room

MOTION to approve the hotel policy, with an increase to \$100/room

Motion: Wudi

Second: Jablonowski

Passed: 10-0

- b **12s Step-In Rule Clarification *(6)**

- 1 Would eliminating the 20pt restriction change the advantage?
- 2 The rule is positive and well received overall and still needed for both boys & girls
- 3 Proposal #2 is if EITHER team reaches 20 / 12

MOTION to approve proposal 2 as written

Motion: Price

Second: Wudi

Passed: 8-2 (Rushmer/Jablonowski)

IX Board of Directors / Governance

- a **NDA Discussion*(7)**
 - 1 What is the designation of what is deemed sensitive information and how do we enforce it?
 - Reasonable person standard
 - Legal remedies and/or removal from board, committee, etc.
 - Needed for financial, HR, ethics, proprietary info, etc.
 - 2 Board meetings are sensitive/confidential but considered “open” meetings
 - 3 NDAs to prevent the ability to talk about something, it limits sharing facts/details that could lead problems
 - 4 A blanket NDA would be used, not meeting-specific

MOTION to approve NDA proposal as written

Motion: Wudi

Second: Price

Passed: 10-0

- b **Ethics & Eligibility Policy & Process*(8)**

- 1 What is this replacing or encompass that is already posted on our website?
 - Replaces due process guidelines, but still used the grievance report form
 - Would be referenced in handbooks (club director, tournament director, etc.) as single source of truth

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- 2 Board VP is the chair of the E & E committee
- 3 Request for an additional week of review; to be voted on electronically
 - Request for list of major changes to the previous policy
 - ◆ Post-Meeting update: Armson-Dyer provided a two-page Executive Summary on March 4 to the board, outlining major changes and rationale. Board approved the new policy electronically after a review period. The new Ethics & Eligibility process has been implemented.

c Board Meeting Timing / Frequency*(9)

- 1 If meeting more frequently, for shorter period of time, meetings would likely be virtual
 - OWL device (\$1000) connects to virtual meeting platforms – approval needed outside of budget
- 2 It is important for board members to be present at board meetings
 - Perhaps we stick with quarterly in-person meetings, but add mid-quarter virtual meetings for discussion/new business
 - Easier to get on the calendar and cancel if not needed
 - Perhaps review board attendance policies/requirements
- 3 Use Slack as stepping stone
- 4 Suggestion to table discussion until Strategic Planning

X President Update

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

MOTION to remove Todd Mattes from the Badger Region Board of Directors

Motion: Momsen

Second: Nelson

Passed: 10-0

b Kim will be assembling a nominating committee for open board position(s)

- 1 Treasurer, Northeast Rep, Southeast Rep

XI New Business – Majority Vote Needed for Motions/Voting

a Virtual Meeting technology needs

MOTION to approve up to \$1500 for staff to research & purchase audio/video device for virtual meetings usage

Motion: Nelson

Second: Rath

Passed: 10-0

b Discussion of changing by-laws related to board positions and elections

MOTION to change by-law 30-day review period notification to 15 days

Motion: Nelson

Second: Jablonowski

Passed: 10-0

MOTION to change the treasurer position from an elected position to an appointed position

Motion: Wudi

Second: Price

Passed: 9-0-1 abstain (Rath)

MOTION to Adjourn

Motion: Wudi

Second: Rushmer

Passed: 10-0

XII 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: Strategic Planning Session in Milwaukee, May 14-15 (all weekend), also dinner May 13 if available. Hotel rooms provided if wanted.

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