



BADGER REGION BOARD OF DIRECTORS MEETING
Sunday, May 15, 2022 * 12:30 P.M.

In-Person:

Drury Hotel

700 N. Water Street, Milwaukee

Lunch will be served at the end of the preceding Strategic Planning meeting and we will proceed to the board agenda during a working lunch. Timing will likely be fluid.

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

<https://meet.goto.com/JenniferArmson-Dyer>

Board: Jim Momsen, Scott Blackmon, Kim Wudi, Beau Rath, Holly Jablonowski, Josh Price, Susan Peterson, Breit Nelson, Brian Rushmer, Curtis Madson (online), Mark Rushton

Ex-Officio: TJ Abshire, Damien Evans, Alexis Middleton

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

Absent: Lexi Sheldon, Heather Curley, Julie Voeck, Teague Prichard, Kelly Lehman, Angela Lubach

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...”

I Board Meeting - Call to Order / Introductions

II Approval of Minutes from Feb. 2022*(2, 3)

MOTION to Approve February Meeting Minutes

Motion: Wudi

Second: Peterson

Passed: 11-0

III Mission Moments

- a Rushmer – shout out to Jen/Sharkey for bringing Cyndi/Merri back for Strategic planning
- b Momsen – to staff for successful BRC despite challenges with WCD and largest entries ever
- c Peterson – Sara for strategic planning food and logistics
- d Wudi – Thank you on behalf of UW-Eau Claire, appreciative of Badger Region supporting Volleyball (NCAA, WVC, etc); Short discussion on how to recognize winners of events that aren't USAV or Region-hosted.
- e Madson – thanks to all who supported Badger Region Night vs Lakeland

IV Region Office / Operations

- a Questions on Staff Pre-Reads*(4)
 - 1 Discussion about the competing new youth league in the fall. It was perhaps destined to break off, but the staff was surprised by the announcement with a conversation. We will take the high road and support and provide a place to play and learn for those who would like it. We will likely take a hit in team numbers, which will impact the ability to train new officials, so we will need to find new avenues for that. Jen is having open conversations with the competing league directors and clearing up some misconceptions that are going around. In process for facilities and looking at possible expansion earlier than planned into other areas of the state. Staff will develop a fact sheet and help those with insurance questions. Not sure what the other league is doing for insurance. Programs seem to be on their own for practice insurance. Badger Region provided opportunity when there was a need and will continue to provide services.

MOTION to extend conversation by 5 minutes

Motion: Blackmon

Second: Momsen

Passed: 11-0

MOTION to extend conversation by 3 minutes

Badger Region Volleyball Association Mission Statement

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

Motion: Rushton
Second: Blackmon
Passed: 11-0

V Financial

a Financial Status Reviews

- 1 BRC financials still being finalized
- 2 HP still fluid
- 3 Finance committee will help
 - Beau will work on where we are, where we've been, where we're going
- 4 Membership - One of top 8 regions in USA Volleyball in terms of membership
 - Typical bump from BRYFVL memberships; not expected this year
- 5 Dale Rohde – largest number of team entries (shared facility with BRC)
- 6 Juniors – programming/membership, boys advanced skill clinic, etc.
- 7 Coaching Education – AOC, Dec Clinic
- 8 HP – travel costs are extremely high (flights); youth select camp created revenue
 - Oshkosh Camps – changes to previously agreed upon RFP, will cost more
 - Sharkey working with Jon Ellmann to minimize impact
- 9 Youth – BRYFVL changes are fluid
- 10 Adults – no programming currently
 - Milwaukee Dive – Boys Advancement fund (Juniors)
 - ◆ Helped with Carthage clinic
 - ◆ Exhibition match at BRC
- 11 Officials – fewer opportunities for mentoring due to low numbers
- 12 BRC
 - Sport Wrench ticketing created most admission revenue ever. A lot of people in attendance but also captured more people coming through the doors without the cost of the WCD ticket staff.
 - Some outstanding invoices (NetLynx)
 - Apparel sales were successful.
 - All of this helps us keep the team entry fees low

MOTION to extend conversation by 5 minutes

Motion: Nelson
Second: Price
Passed: 11-0

- 13 BRQ – largest ever; staff reviewing entry/purpose of attending
- 14 BRPL
 - # Of teams lower than expected
 - Meeting tonight with club directors to find out what direction they want to go in
- 15 Outdoor – partnered with WI Juniors for Badger Beach Champs
- 16 Overall Positive

b Rising insurance costs on membership*(5)

- 1 Discussion of the \$5 membership increase that is coming from USAV due to the rising costs of insurance. Do we raise fees or absorb? The cost to absorb would likely be upwards of \$75k, and we can do so much programming for that amount of money. Don't want to raise fees annually, so do we bump it now to \$60-\$65 and freeze it for a few years? Or would an incremental increase be more palatable if passed along? Need to be transparent about where the increased fee is going. We haven't raised fees in more than 10 years and everything costs more now. Region can offer lower insurance costs for clubs than self-insuring. Several different options discussed as far as amount and length of time.

MOTION to extend conversation by 5 minutes

Motion: Wudi
Second: Rushton
Passed: 11-0

MOTION to increase membership by \$5 through the end of the 2028

Motion: Blackmon
Second: No Second – motion fails

MOTION to extend conversation by 5 minutes

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Motion: Madson
Second: Jablonowski
Passed: 11-0

Motion to increase membership to \$59; any remaining revenue goes toward Resource Development

Motion: Rushmer
Second: No Second- Motion fails

Motion to increase membership to \$56 to cover insurance with remaining funds dedicated to restricted DEI initiative

Motion: Rushton
Second: No second – Motion fails

Motion to increase membership by \$5 to cover increased insurance costs

Motion: Wudi
Second: Madson

Discussion:

- **Would not like to absorb the \$76k. If we pass along the fees, we have flexibility to use funds towards Resource Development and outreach to underserved areas / communities. Make sure to be transparent about where the increase is going – it is a pass-through cost.**

Passed: 8-3

c Tournament Sanction Fees & Team Fees*(6)

1 Discussion about removing tournament sanction fees and team fees. These provide minimal income (\$10k-\$15k total) and take up a lot of staff time.

- **Would be a goodwill gesture to the clubs to remove the team fee, for both big and small clubs. With Team Fee removed on the SE roster, AES rosters can also be used, which is what most people need for tournaments and will help with recruiting / University Athlete.**
- **Sanction fees are good because that process triggers the assigning of officials, so something needs to be in place. Potentially refund fees when officials can't be assigned due to the shortage.**

Motion to eliminate Team Fees

Motion: Wudi
Second: Nelson

Discussion:

- **This just addresses team fees. Discussion of a club fee versus a per team fee, but this hurts the smaller clubs if a club registration fee is implemented as there are less people to spread out the cost to in a small club. Can be communicated that we're removing this fee to lighten the burden of the membership increase.**

Passed: 9-2

Motion to establish a per club fee, variable based on the number of teams

Motion: Peterson
Second: No second – motion fails

Discussion - \$10k is not something to lose sleep over; not worth administrative time

Motion to restructure tournament hosting fees (formerly sanction fees) to recommendation from Tournament Director/Officials assignor

Motion: Price
Second: Nelson

Passed: 10-0-1

Motion to extend 10 more minutes

Motion: Madson
Second: Jablonowski

Passed: 11-0

d Additional financial discussions from Strat Plan, if needed

Motion to create a finance committee, chaired by Treasurer

Motion: Nelson
Second: Wudi

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Discussion: The committee formation would be up to the chair to decide. The task of the committee would be to assist the executive director in financial controls & oversight and assist in board financial updates and assist in budgeting process

Passed: 10-0-1

Motion to form a resource development committee

Motion: Rushmer

Second: Momsen

Discussion:

- **how many people and who is going to form it?**
- **We need the position more than another committee; we all agree we need this, approve HR committee to present to the board**

Motion withdrawn (Rushmer)

Motion for executive director to create a proposal for the resource development director (RDD) staff position

Motion: Rushmer

Second: Rushton

Discussion:

Passed: 11-0

VI Juniors

a Capping Region Events*(7)

- 1 Discussion about putting a team cap on region events. Experienced some issues at Champs with the record number of teams in the reduced amount of space due to the construction. But with the expansion of the WCD, hard to cap now and then uncap later. The board must get involved in messaging when there are messy division numbers or challenging schedules due to no cap. This discussion extends to all region events.
- 2 Discussion of Qualifier and how to limit teams from participating who aren't there to earn a bid or don't have an intention of attending GJNC. Staff had discussed entry requirements (attend a National Qualifier bid division, open division at BRC, Elite division in BRPL, refund entry fee to those who earn bids). These will be used as guidelines and more education will be done to clubs.
 - Should not be used as a playdate. Non-qualifying division added, but logistically challenging due to space constraints. Need to be careful for the diamond-in-the-rough team or clubs who want to test the waters before attempting to attend a national qualifier, don't want to completely discourage teams from that.
- 3 Let's remember it's a good problem to have that we're discussing capping events

b Coaching Education Requirements*(8)

- 1 4 years ago, BoD approved a coaching education requirement
- 2 SE limitations; change to CD certifying that education takes place similar to JWCC
- 3 Our mission should not "force" members to complete

Motion to remove coaching education requirement and leave education of coaches' discretion

Motion: Rushmer

Second: Blackmon

Discussion:

- **IMPACT & SafeSport is still a USA Volleyball requirement and tracked in SE**

Passed: 11-0

c Scholarship Selections

- 1 College Coaches Abstain from discussion (Wudi, Madson, Rushmer, Armson-Dyer)
- 2 54 girls in compliance, 16 boys. Funds paid directly to college in August.
- 3 Girls Winners:
 - Katelyn Kitsemel (RVA), Madelyn Weyda (MKE Sting), Paige Broker (Eclipse), Taylor Brockmeier (Southwest), Abigail Proefrock (I AM), Madeline Barton (RVA), Violet Lueck (Impact), Emily Braun (Eclipse), Leila Ebeid (Adversity-WI), Vanessa Krueger (Wisconsin Ice), Frisco Mo: Taylor Raley (Madtown)
- 4 Boys Winners:
 - Andrew Hoffmann (RVA), Keegan Kearby (Southport), Harrison Mills (Spike MKE), Drew Wempner (Spike MKE), Alexander Feudner (Southport), Frisco Mo: Aidan Van Epern (MVC)
- 5 Congratulations Winners!

BREAK (10 Minutes)

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VII Strategic Planning

a **Additional Region Involvement with WVC*(9)**

- 1 Discussion of additional region involvement with WVC. TJ offered to assist the transition to adult volleyball. Discussion of where WVC falls in relation to juniors in terms of official's scheduling.
 - Juniors' sanctions come in way earlier than WVC schedules
 - Level of officials qualified to ref collegiate is limited
 - Challenges of weekend playdates
 - Not financial issue in assigning
- 2 Schedules should attempt to avoid Badger Region events (BRC, BRPL, BRQ)
- 3 Question of Badger Region valuing this type of programming/membership

Motion to extend time by 5 minutes

Motion: Rath

Second: Momsen

Passed: 11-0

- 4 benefit of using WVC athletes in officials' recruitment; certify the whole team to officiate the opposite-gender playdates
- 5 teams have been surveyed and have interest in officiating if Region provides training/brings it to them; some barrier to entries in terms of length of certification & evaluation process
- 6 training opportunities in August (WIAC scrimmages); NCAA D3 schools already train players to officiate their own hosted events

Motion to extend time by 5 minutes

Motion: Rushmer

Second: Wudi

Passed: 11-0

- 7 could a "lump sum" budget be allocated to WVC and have them report back how monies were used?
- 8 This feeds into the adult community, we don't do a ton as the Region because we don't have to because of WVC participation
- 9 WVC strategic plan – need a formal proposal (ask what members would be looking for in a Badger Region membership); what are the logistics?
- 10 Circle back with a more formal ask of financial commitment/ask
- 11 Could membership fee increase and funnel \$ back to WVC

b **Additional Parking Lot Item Discussion**

- 1 Do we highlight region teams' success in non-region events?
 - Can be confusing to members as to who is event hosts (insurance, SafeSport, incident reports)
 - Give positive publicity to our member clubs/teams; don't name the event but rather the city
 - Start with retweeting member club posts
- 2 Qualifier Bids for Boys Bid divisions (Region) – how do we award?
 - Would lie below Open (2nd or 3rd division)
 - Staff proposal to hand out at BRC

Motion to utilize BRC to award BJNC bids

Motion: Jablonowski

Second: Rushmer

Passed: 9-1-1

- Question on sanctions for declining USAV bids
 - Confusion between boys' bids handing being handing out at BRC but not Girls
- 3 Petition USAV for RFP to host USAV Adult Opens & All-Star Championships
 - Wait to see how All-Star championships play out because of NTDP training component
 - Wait for WCD expansion to be complete in 2025
 - 4 WIAA clarification on why scholarships not allowed if demonstrated need
 - Executive committee, on behalf of the board, should contact WIAA
 - 5 Define boundaries on Region geographic definitions (Metro Milwaukee, SE, SW, NE, NW)
 - By-laws state "must reside in area of representation"
 - Is the area rep model still the must way to have board representation?
 - Problems are not "area" specific
 - Reps are named by area, but everyone in the Region gets to vote (everyone is "at-large")
 - Region growth has perhaps outdated the area rep model
 - ELMO – leadership short term goal of strategic plan (by-law revision)
 - ◆ Parent board position can be advisory

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- 6 Leadership Development handouts & training for club leaders and their boards
 - Can be included in website revamp
- 7 Hmong & Native American programming
 - Do we get involved or not?
 - Is there a need? Do they want our help/services?

Motion to add 5 more minutes

Motion: Jablonowski

Second: Rath

Passed: 11-0

- Clinics at younger ages
- Native American population is non-existent in our sport (Wheelock may be a resource)
- Free membership to middle school boys and/or boys that attend high schools w/o volleyball (AND not playing other sports); this comes from boys advancement fund
- Determine interest with an open gym or clinic (possibly FVP) before moving forward

VIII Board of Directors / Governance

a Board Meeting Timing / Frequency*(10)

- 1 Better dialogue in-person, but may need to go virtual for meeting more often during the week
- 2 Perhaps create a barrier to potential board members
- 3 Slack channels for discussion/questions
- 4 Weekday lunch meetings (shorter meetings to limit discussion during quarterly meetings)
- 5 Need to schedule Fall meetings
 - Sunday, September 18th at 12:00pm
 - Monday, November 7th at 6:00pm
 - Quarterly meetings must be scheduled according to by-laws
 - Schedule the rest in September.

IX President Update

- a Strategic Planning has been awesome & valuable – Thank You Cyndi/Merri
- b Lots of work ahead, but we have lots of good people to get it done
- c Question of reviewing any additional board seats to vacate - No

X New Business – Majority Vote Needed for Motions/Voting

XI Adjourn

Motion to Adjourn

Motion: Nelson

Second: Madson

Passed: 11-0

* - 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, September 18th at 12:00pm

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