



## BADGER REGION BOARD OF DIRECTORS MEETING

Sunday, Sept. 18, 2022 \* 12:00 P.M.

### In-Person:

*Badger Region Volleyball Office*

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

*Lunch will be served prior to the meeting*

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

<https://meet.goto.com/953435469> / Phone: [+1 \(312\) 757-3121](tel:+13127573121) / Access Code: 953-435-469

### 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, Beau Rath (video), Holly Jablonowski, Josh Price, Angela Lubach, Breit Nelson (video), Brian Rushmer (video), Curtis Madson (video), Amy Daley (video)

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

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

Absent: Scott Blackmon, Lexi Sheldon, Teague Prichard, Susan Peterson, Mark Rushton, Damien Evans, Sara Voigt

I Board Meeting - Call to Order / Introductions

### II Approval of Minutes from May. 2022\*(2)

**Motion to approve May minutes**

**Motion: Lubach**

**Second: Jablonowski**

**Motion passes 10-0**

### III Mission Moments

- a Jim to Julie Voeck – new NCAA rules editor
- b Jen thanks Beau, Josh, Holly for huge help with finance committee

### IV Region Office / Operations

- a Questions on Staff Pre-Reads\*(3)
  - 1 No questions
- b Questions on RVA / JA Report\*(4, 4a)
  - 1 ROAS coming for Badger Region
  - 2 Goals to update website and certain other areas
- c **Outside Investigator for Ethics Cases\*(5)**
  - 1 Process is really challenging & time consuming in its current format
  - 2 An outside investigator would protect the region, non-biased, professional, trained in questioning / investigations, information-gathering and counseling

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

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- 3 We can create template documents to begin the process; standardized contact with the individual
- 4 High-level (non-detailed) overview of current cases

**Motion for HR Committee to look into details and budget impact of hiring an outside investigator for ethics cases**

**Motion: Madson**

**Second: Price**

**Motion passes 10-0**

V Financial

a Financial Reviews

- 1 Committee Update (Beau, Jen, Josh, Holly)
  - 2021-22 Status Review. Came in higher than projected due to increases in membership and team entries. Used a new ticketing system for Champs, even if we didn't raise costs like some other events, captured more admission income.
- 2 990 Review\*(6)

**Motion to approve 990 as presented**

**Motion: Madson**

**Second: Wudi**

**Motion passes 10-0**

3 CD Investments\*(7)

**Motion to approve re-investing cash into CDs (see pre-read)**

**Motion: Lubach**

**Second: Madson**

**Motion passes 10-0**

b Change of fiscal year from October 1 to September 1

- 1 Discussion of pros of changing the fiscal year along with changing the chart of accounts and future discussion of financial goals. Would need board meeting schedule to align with quarters, so would need a by-law change.

c **2022-23 Budget Presentation\*(8)**

1 Budget Allocations

- Discussion of line items versus pool of money to allow staff flexibility to apply to programming
- Discussion of WVC and the challenges the teams are facing from their own schools charging the students money to host tournaments. Suggestion of a grant to WVC to help teams host. Would need documentation from WVC to determine effectiveness.
- Email Newsletter Service (MailChimp) to help professionalize and streamline mass emailing and newsletters, especially as we expand these areas.
- Additional equipment purchases (staff computers)
- HR Committee will discuss current and future staff salaries
- Discussion of additional High Performance budget due to increases in travel and camp facility costs as well as adding a Future Select team in the second year of a cycle and an older girls team in the first year of a cycle.

2 Budget Overview

- Projected a negative budget last year; projecting a positive budget for 2022-23

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## **Motion to approve the 2022-23 Budget as presented**

**Motion: Wudi**

**Second: Lubach**

Question about 3C clinics and attendance. They are different than regular coaching clinics as they are more individualized mentoring opportunities, helping clubs learn how to train their own coaches. The biggest hurdle is deciding on a date.

**Passes 9-0-1 (Madson abstain);** Stated conflict of interest – Madson, Rushmer, Jablonowski

### VI Juniors

- a Tryout Committee Report Questions\*(4)
  - 1 Jarrod (IAM VBC) & Maynard (Jr Red Knights)
  - 2 Question of moving Boys tryouts back to November for all age groups – did not gain traction, will cause more confusion
  - 3 Less (3) clubs used retention offers (down about 70 kids being retained)
- b **Junior Assistant Coaches\*(9)**
  - 1 The policy currently states that the junior assistant coach must be a senior in high school, under the supervision of an adult head coach, and do Safesport and Impact, and a background screen upon turning 18.
  - 2 Suggestion to lower the age to get younger people into coaching, either in addition to playing, or in lieu of. People can start officiating when 16, must be two years older than the group they're reffing; same policy could be for coaches.
  - 3 Discussion of what "supervision" means, and how do we know if the coach is junior age on a roster (don't), does "supervision" mean in the gym or on the bench. Questions of liability and who polices, is there a difference between practice and tournaments.
  - 4 Rostered HC must be present on the bench/court (USAV requirement)
  - 5 Ultimately this is an administrative change as managers are allowed, this just allows younger people to get the title and accept the responsibility of assistant coach, so that we can grow the number of coaches.

**Motion to allow Jr Assistant Coaches, 16 & older, with a rostered adult on the bench.**

**Sanctions to occur, a \$250 fine for first offense, with the HC & club director placed on probation for one year from the date of infraction.**

**Motion: Jablonowski**

**Second: Price**

**Passes 10-0**

- c **High Performance Branding to All-Star**
  - 1 Discussion of changes at the National Level with USAV no longer running the event and the regions taking over the All-Star Championships (in cooperation with USAV).
  - 2 Discussion
    - Incorporating High Performance & All-Star (High Performance All Stars)
    - Olympic tie in similar to Soccer (NTDP and High Performance don't do this)
  - 3 Program Director to review and provide a recommendation

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## VII Strategic Planning

- a Review of Presented Strategic Plan\*(10)
  - 1 Discussion of process and meetings. A lot of work has been done since the strategic planning meeting developing a measurable plan that fits with the region. It can be adjusted as needed and necessary; this is OUR plan
- b Master document and goals are included in pre-reads
  - 1 Concern over number of short-term goals and prioritization
    - Some were already in progress or have been completed
    - May be defined as short term, but could go up to a year
- c Are there elements that we are not comfortable with or need to be removed?
  - 1 Perhaps not removed but re-worded; mainly R&D position and how it may be implemented
  - 2 Discuss region needs for resource development – change short term goal #1
  - 3 Perhaps whole R & D section needs to be reworked; many other goals are impacted by this

**Motion to adopt the strategic plan with the R & D section tabled and reworked by the HR Committee for the November BoD meeting**

**Motion: Wudi**

**Second: Jablonowski**

**Motion passes 10-0**

### d Suggested Changes to Mission, Vision \*(10)

- 1 Inclusivity in vision statement bullet 3 & advocacy “adds” to statements

**Motion to add language to mission & vision statements as discussed**

**Motion: Nelson**

**Second: Rushmer**

**Motion passes 9-0**

### e Ambassador Report Questions \*(4)

- 1 None

## VIII Board of Directors / Governance

### a Next Board Meetings

- 1 Cadence/length of meetings, what is desired?
  - Want to continue in-person meetings in some capacity
  - Could block time over two days for an hour each (mid-week, February)
  - More frequency (does this change attendance policy for board members)
  - Movement of topics offline (outside of meetings) for conversation purposes (Slack); get right to the vote in meetings
  - Jen will put out a Doodle poll for morning meetings in February

### b Non-Disclosure Agreement\*(12)

- 1 Best practices of read/sign every 4-5 years; align with terms of board positions that board members sign upon reelection. All will sign initially now.

**Motion to approve NDA as presented upon term start on board of directors position**

**Motion: Jablonowski**

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**Second: Price**

**Motion passes 8-0**

Staff – condition of employment, but will also sign initially

- c Status of Education Committee \*(4)
  - 1 Board is comfortable with this being a staff function
    - Manages partnerships, information sharing, clinic opportunities
    - Be careful not to overburden staff
  - 2 3C Cadre can be “sounding board” if/when needed
    - AVCA award winners can also assist

**d Add Finance Committee to By-Laws**

**Motion to approve adding the finance committee to the by-laws**

**Motion: Lubach**

**Second: Nelson**

**Motion passes 8-0**

- e **Changing Executive Committee Selection \*(13)**
  - 1 Per the strategic plan, a discussion of: Should the board appoint the executive committee rather than the general membership electing these people, since the positions have so much knowledge and responsibility.
    - Don’t we already have a nomination committee (to vet the nominations); yes, but its more checking if they meet requirements (member in good standing vs qualified)
    - There are already prerequisites for President, Vice President and Secretary
  - 2 Strengthens the leadership and succession planning
  - 3 Question of perception to the general public
    - Be transparent about the reason for the change
    - Still have a point of entry at rep positions
  - 4 How does the transition occur (a position is vacated or term is up)?
  - 5 Unique model not really seen before
  - 6 Perhaps the executive committee still holds their seat of elected position and then the board selects the executive committee, who holds the positions simultaneously
    - Area reps are voted on by the whole region rather than their geographic area
  - 7 November discussion of additional board positions
  - 8 **Task: form an ad-hoc (Jim, Curtis, Ange, Julie, Jen) committee to develop a framework for the Executive Committee election(s) and board structure for the November 2022 board meeting**

**IX President Update**

**a WIAA Update**

- 1 Jim discussed his call with the WIAA regarding eligibility and providing scholarships to need-based students. According to the WIAA, we can’t provide anything for someone that isn’t offered to all, regardless of need. No apparel, no discounts. Can borrow uniforms but must be returned.
- 2 Why can’t we build something off the free & reduced lunch program? Jen asked this of Melissa from the WIAA and she is going to follow up. Additional conversations need to be had to push this, as it’s already documented and in place.

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3 Request of Jim to follow up with Mel Dow directly about free & reduced lunch program and what can be done to get a more diverse and need-based audience into club volleyball to help improve opportunities

b HR Committee Update

- 1 Staff restructures
- 2 Potential new employees
- 3 Potential staff health care & benefits

c DEI Committee Update

- 1 Group has been quiet due to unavailability of members

X New Business – None

XI Adjourn

**Motion to adjourn**

**Motion: Lubach**

**Second: Wudi**

**Motion passes 8-0**

\* - 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, Nov. 7, 2022, 6:00 p.m. at the Badger Region Office**

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