



BADGER REGION BOARD OF DIRECTORS MEETING

Monday, Nov 7, 2022 * 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

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

<https://meet.goto.com/719486157> Phone: +1 (408) 650-3123 / Access Code: 719-486-157

AGENDA/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, Beau Rath, Holly Jablonowski, Angela Lubach (phone), Josh Price, Breit Nelson (phone), Susan Peterson, Brian Rushmer (phone)

Ex-Officio: Mike Stevens, TJ Abshire, Alexis Middleton

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

Absent: Curtis Madson, Brian Sharkey, Mark Rushton, Amy Daley, Braeden Melton, Julie Voeck

I Board Meeting - Call To Order / Introductions

II Approval of Minutes from Sept. 2022*(2)

Motion to approve September minutes

Motion: Jablonowski

Second: Peterson

Motion passes 10-0

III Mission Moments

- a Jen/Sharkey for attending the WADA conference & representing Badger Region (Spiess)
- b Scott for patience dealing with Sports Engine for Juniors & WVC athletes (Jablonowski)
- c WIAC college bids: congrats UWEC, UWO, UWW, UWSP (Momsen)
- d Sara/Kelly for officiating at WIAA state tournament (Nelson)

IV Region Office / Operations

- a Questions on Staff Pre-Reads*(3)
 - 1 Increase in officials pay for Region hosted events, which will come out of the event-specific budget; looking at swag/apparel & other ways to support officials to keep them in Region
 - 2 An increase for ALL region sanctioned events to be discussed for next season (2023-24) at a later date after information gathered from tournament directors
 - 3 Additional 30 premium memberships have been purchased from AOC; to be distributed to select Club Directors/New Coaches by staff
- b Update: Outside Investigator for Ethics Cases
 - 1 Email to board to come looking for contacts/connection for possible outside investigator

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- 2 Several grievances still in process; being worked on by board members
 - When can we expect them to be done? Friday (11/11) expected

V Financial

a Financial Update

- 1 Discussion of current status and front-loading of income with memberships and events. Some pre-paid expenses (Champs medals for two years, etc.). Armson-Dyer and Rath will be meeting with banking contact to discuss investments and CDs. Will also be talking with WIPFLI about changing the fiscal year

b **Request: Florida Hurricane Relief Funding*(4)**

- 1 Discussion about creating a fund, “Badger Cares” for annual donations due to disasters or other emergencies/situations around the country, rather than getting per-situation approval
 - Donations from Region Events can also go to this
 - All monies should be used annually at staff discretion. If there are funds left over, can donate to our partner organization for Championships
- 2 Should other contributions donations be included in this or would this be a separate disaster fund?
 - It will be separate from other donations allocated

Motion to approve a “Badger Cares” Fund of \$2,500 annually at staff discretion

Motion: Jablonowski

Second: Peterson

Motion passes 10-0

c **Request: Office Enhancements Funding*(5)**

Motion to approve Office Enhancement Funding

Motion: Price

Second: Blackmon

Discussion: Is this a one-time expense? Yes

Motion passes 10-0

VI Juniors

a **14 & Under Tournament Registration Date*(6)**

- 1 Discussion of if tournament registration for single day events could be moved up for 14U?
 - Some challenges with moving those event registrations into October:
 - ◆ AES registration issues for events running both 14U & 15 and up events; would need to create different events in AES and not run them in the same file / event
 - ◆ Different registration timelines for age groups may alter gym space & division sizes; if 14 and unders filled all of the available courts, there may be reduced 15 and up events across the state
 - College gym time availability; High School in-season sport(s) facility schedules
 - Understand the concern of “tentative” schedules being shared with families
- 2 Will smaller clubs be in a financial position to register for tournaments before dues/payments start coming in?? Likely not
- 3 Historically single day events have opened day after Thanksgiving because it is a non-business day (best of both worlds – weekend/weekday/holiday)
- 4 Some positives to spreading out event registration between 14U & 15Up; perhaps poll the CDs
- 5 Next Steps: Staff will get feedback from club directors and tournament directors and bring this back to the board for discussion in either February or May.

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VII Strategic Planning

a **Strategic Plan Review*(Click Here)**

- 1 Request to add summary page to tracking dashboard
- 2 Momsen to talk with Armson-Dyer on Resource Development and the status for getting that reworked by the HR Committee and approved by the board.

VIII Board of Directors / Governance

a **Changing Executive Committee Selection*(7)**

- 1 Discussion of the Strategic Planning topic of changing the executive committee from an elected by the membership group to one selected by the board of directors for the health and leadership of the region. Treasurer is already appointed. Framework of ideas presented by ad hoc committee appointed at Sept 2022 meeting.
 - Why do we have to have an executive committee? State law (non-profit)
 - Review sensitive materials prior to sharing with entire board
 - Discussion of what to do with individuals already on the Executive Committee, if those seats are lost or there are three seats added. Would not like to keep having to replace area reps if elected seat and executive committee seat don't run concurrently.
 - Add additional at-large seats (secondary roles); board size stays the same
 - Other Regions are shocked that board President is elected by general membership
- 2 Next steps include language/details for the by-laws to make the change to a board elected executive committee – back to committee
 - Straw poll to continue to explore the details and ramifications of making the change to a board elected executive committee and possible additional board seats. In Favor, 10-0
 - In by-law re-write, include changing Junior Reps to 3-year term rather than 1 year term. Speaks to longevity and continuity as well as reducing election fatigue.

b **Adding New Board Positions*(8)**

- 1 Discussion of the Strategic Planning topic of adding additional seats to the Board.
 - Would new positions truly be new voices or would they just be additional club directors? Parameters would define who votes these positions and from what demographic they were elected. The idea would be specific groups to represent a targeted voice.
 - Ex: We currently elect area reps by vote from the whole state, not just the area they serve
 - ◆ What about those not affiliated with a club? Can't go by club location.
 - Are we satisfied with what we have? Do we want to improve what we have? If so, is this the way to improve?
 - Perhaps focus should be on how to increase engagement within the current structure
- 2 Next Steps to include ad hoc group working on VIIIa to include this language in overall proposal to see how the expansion / changing of seats would work.

IX President Update

a **Southwest Rep Board Seat**

- 1 Momsen talked about the vacant Southwest Board Rep, which is elected again in 2024 and therefore needs to be filled, per the bylaws.
 - Bonnie Stalker, Crossfire VBC and official, was brought forward.
 - Is an appointment needed if we are restructuring the board?
 - ◆ We are not doing away with area reps

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- ◆ Should we wait until we know more about the details of board structure/updating of by-laws?
 - ◆ Still a question about re-structure and executive committee holding a secondary board seat (ex: Blackmon, Southwest)
- 2 Current by-laws state, Board President can appoint someone to a vacant position, with majority vote from the board of directors. Vote 9-1
 - Welcome Bonnie! Momsen will reach out.

X Old Business

a WIAA Update (Momsen)

- 1 Momsen had another discussion with the WIAA (Heidi Laidlaw, assistant to Mel Dow) about the region providing assistance to those who qualify for free and reduced lunch as a demonstrated need, to get them into the sport.
 - Momsen was told that free and reduced lunch isn't specific to athletics and therefore it isn't allowed and any money provided to a specific family would be against WIAA rules.
- 2 Question of scholarship to family who lost their house in FL – Florida Athletic Assoc. was sued and lost and has virtually no jurisdiction over these cases any more as they cannot tell families what to do outside of their time with the high school. Crazy that we can provide help to athletes in other regions but can't do that here because of the WIAA.
- 3 Discussion of next steps
 - We need a written response from Mel Dow and/or Stephanie Hauser, we cannot let this drop. Momsen will draft a letter and share with Armson-Dyer and Middleton. To include asking what the WIAA stance is on DEI, as the Region is trying to get underserved populations into sport.
 - Wudi and Lubach will reach out to their WIAA contacts to have discussions.

b HR Committee Update / Strat Plan RD Section (Momsen)

- 1 Committee has met, but needs to meet more
- 2 Possible staff additions, updated benefits package
- 3 Armson-Dyer needs to be reviewed – Momsen to initiate

c DEI Committee Update (Momsen)

- 1 Will aim to reconvene in December

d Grievance Update

- 1 Still in process, but should be resolved soon
- 2 How can the remainder of the board help?
 - Outside investigator will help (not involved in volleyball)

XI New Business – Majority Vote Needed for Motions/Voting

a WADA conference – Sportsmanship Session/Speaker (WON80.org)

- 1 Armson-Dyer requested funds to partner with WON80 to provide sportsmanship sessions / training for clubs and at region events. Logistics will be left up to staff on how to distribute the funds and sessions, would like to offer parent sessions at Champs.

Motion to allocate \$5,000 towards Sportsmanship training with Won80 for 1 year

Motion: Price

Second: Nelson

Motion passes 10-0

XII Adjourn

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Motion to Adjourn

Motion: Nelson

Second: Wudi

Motion passes 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 MEETINGS:

Q1: Wednesday, Feb 1, noon to 1pm CT; online via Go To Meeting

Q1 additional (if needed): Wednesday, Feb. 8, noon to 1pm CT; online via Go To Meeting

Q2: Wednesday, May 10, 9:00 a.m. to noon CT; in-person or online via Go To Meeting

Q3: Monday, August 7, 4:00 p.m. to 7:00 p.m. CT; in-person

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