



BADGER REGION BOARD OF DIRECTORS MEETING MINUTES

Wednesday, May 10, 2023 * 9:00 A.M. – NOON CT

In Person Meeting

Virtual Option:

Joining Link: <https://meet.goto.com/899789181>

Phone: [+1 \(872\) 240-3212](tel:+18722403212) / Access Code: 899-789-181

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 / Information 9:00 a.m. (5 min)(Momsen)

Board Members In attendance: Jim Momsen, Scott Blackmon, Kim Wudi, Beau Rath, Breit Nelson, Amy Daley, Curtis Madson, Holly Jablonowski, Bonnie Stalker, Josh Price, Ange Lubach, Brian Rushmer

Others Attending: Jennifer Armson-Dyer, Brian Sharkey, Kelly Lehman, Sara Voigt, Mike Stevens, Braeden Melton, Alexis Middleton, Teague Prichard

Absent: Susan Peterson, TJ Abshire, Alexis Sheldon

II **Approval of Minutes, Feb. & March 2022*(2, 3)** 9:05 a.m. (5 min)(Momsen)

a **Motion to approve: Lubach / Second: Madson. Motion carries 12-0**

III Mission Moments 9:10 a.m. (5 min)(All)

- Rath was acknowledged for helping the Region through the accounting transition and being there by Armson-Dyer’s side throughout.
- Wudi was recognized for her 11 years of service – having started in 2012 with the Board of Directors. This will be her last board meeting.

IV Finance Update 9:15 a.m. (10 min)(Rath / Armson-Dyer)

- Finance Committee met on May 1 and discussed various topics.
 - ◆ Accounting transition: Previous company transferred to internal in March. Armson-Dyer and Rath have worked to get internal controls set up and systems functioning normally. While more work for them, we now have greater access and can process payments faster.
 - ◆ Working on updating the chart of accounts for greater streamlining
 - ◆ 990 has been filed for 2021, several months ahead of schedule. Working on securing another accounting company for year-end financials.
 - ◆ Discussion of hiring another staff to help with accounting and office management.

V Region Office / Operations 9:25 a.m. (30 min)(Staff)

a Staff Reports

- Armson-Dyer Updates

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- ◆ Email transition should all be complete. Email going through Google Business.
 - ◆ Website transition is mostly complete
 - ◆ Starting the Executive Masters of Nonprofit Administration program at Notre Dame in June. Summer classes are in-person, fall and spring are online.
 - ◆ Working on organizational restructure
 - ◆ Looking at Strategic Plan and how to continue to move that forward
 - ◆ RVA meetings at the end of the month in Dallas; will be attending those
 - Spiess Updates
 - ◆ Sports Engine continues to evolve
 - ◆ Art of Coaching memberships (about 340) are all spoken for
 - ◆ Bid allocation process:
 - ☐ Over 50 girls teams qualified in 11-18s (not including Patriot)
 - ☐ Great turnout!
 - ☐ Boys turned back bids (16/18s American)
 - ◆ SportWrench ticketing is fantastic
 - ◆ AVCA/Badger Region coaching awards: Slow response, but we got enough. Nominations are in hands of the Awards Committee (Wudi, Madson, Nelson)
 - ◆ St. Marcus Lutheran School: Volleyball Day in Milwaukee. Hope to reach 1,000 kids and coaches. Date is Aug. 11-12. Some DEI funds will be used for this adventure. Shoutout to Molten for helping offset some of the costs of volleyballs for kids. Sports Imports supplying some stuff for
 - Sharkey updates:
 - ◆ HP All-Star program (record number of tryouts)
 - ◆ Lunch & Learns / Listening Sessions (club directors talked about events recently)
 - ◆ Nine ambassadors this year participated
 - ◆ New website
 - ◆ Events Beacon
 - ◆ Beach Clinics
 - ◆ Coach/Player Clinic
 - Voigt updates:
 - ◆ Assigned for 180 junior tournaments
 - ◆ Assigned for 106 WVC playdates or duals
 - ◆ 178 officials (58 women, 120 men). Goal for 2023-24: 200 certified officials
 - ◆ Headed to USAV meetings in Dallas for the Ref meetings (1st time)
 - ◆ Planning for the mentoring process for the future Ref Advancement
 - ◆ New ref combine weekend in conjunction with North Country Region
 - Lehman updates:
 - ◆ Successful that we were financially OK and we survived.
 - ◆ Great club support, great staff support
 - ◆ Badger Beach Champs (with Wisconsin Juniors) all that is left at the end of July
- b [Events Recap](#), Look Forward to 2024
- See the Events Beacon linked above.
 - Discussion on the timing of the Club Director meeting
 - ◆ Suggestion for the third weekend of September (Sept. 17)

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- ☒ Discussion that while there are challenges, it's better in-person. September is too late and should be more central, not downtown Milwaukee. Offer both an in-person and virtual option.

c Scholarship Selection

- 83 members applied for scholarships through the outlined process. They were selected at random from eligible board members (college coaches did not participate). Selections
 - ◆ Girls:
 - ☒ Reinya Balderson (Ice)
 - ☒ Elise Meyer (North Star)
 - ☒ Gracie Tallier (Ice)
 - ☒ Eva Johnson (FC Elite)
 - ☒ Jayna Schulz (Madison Elite)
 - ☒ Erica Stickland (RVA)
 - ☒ Autumn Kuehl (Eclipse)
 - ☒ Madelyn Kopcha (360)
 - ☒ Emily Dickmann (I AM VBC)
 - ☒ Jaylyn Schwartz (SW Spikers)
 - ☒ Frisco Mo: Ashlin Olson (Crex Meadows)
 - ◆ Boys:
 - ☒ Chris (Chip) Calcaterra (FVP)
 - ☒ Andrew Reindl (Spike MKE)
 - ☒ Jake Briggs (Southport)
 - ☒ Grant Shipley (Sting)
 - ☒ Ryan Brown (Sting)
 - ☒ Frisco Mo: Luca Alvarado (Southport)

VI Junior Clubs

- a Single-Day Event Entry Date Discussion 9:55 a.m. (15 min)(Lehman)
 - No perfect date for Tournament Registration
 - Date chosen was 6 p.m. Sunday, Nov. 19 (before Thanksgiving) based on feedback from club directors via a survey.
- 2 Club Survey Results (See slideshow for details)
 - Most said they would say they would still go to NE Wisconsin for Champs
 - Most said they are OK with BG Staff moving teams between divisions
 - Also looked at the third weekend of Power League
 - Looked at incentivizing winning BRPL or the Dale in future years
 - ◆ Question: Would a team that goes to non-USAV events get money, too?
- b Tryout Committee 10:10 a.m. (10 min)(Sharkey)
 - Only one boy's clubs has spoken out against the Nov. 5 boys high school age tryout date. A volunteer from the tryout committee has spoken with this club director
 - Survey going out on Monday asking about Summer Tryouts
 - Tryout committee exploring Retention clarification: Can a club who bought/absorbed another club offer retention to the athletes in the club that was bought/absorbed?

VII Officials

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- a **In Good Standing Policy***([Click Here](#)) **10:20 a.m. (10 min)(Voigt)**
- See attachment for review of the policy
 - Would add: Also add a line that says “Can receive mentorship at a Badger Region-approved” event. Unless approved by Badger Region assigner.
 - **Motion to approve the Officials’ In Good Standing Policy: Holly Jablonowski. Second: Brian Rushmer.**
 - ◆ Question: Is the In Good Standing Policy too much of violation of an Independent Contractor status?
 - ▣ No. They can still work multiple other events, and they don’t have to participate with us. It’s in place for us to help with the advancement of officials and is a minimal commitment.
 - ◆ **Approved 11-0**
- b Survey Results*(4) **10:30 a.m. (5 min)(Voigt)**
- Officials were given the opportunity to offer feedback to the Region in a survey that ran from April 10 through May 10. (estimate)
 - Lot of positives. Some negatives.
 - Big issue was the pay.
 - The education and ability levels of the work crews was something that stood out. Suggestion to make this a point of emphasis in suggest that could be a talking point in start-of-season officials meeting on how to mentor a young work crew. Also emphasize with club directors.
- c **Proposal – Pay Increase***([Click Here](#)) **10:35 a.m. (5 min)(Lehman)**
- At a previous board meeting, we raised pay for officials at Badger Region-hosted event. This would be then for Badger-Region approved (sanctioned events)
 - Pay has not raised in about 10 years.
 - **Motion: Brian Rushmer. Second: Scott Blackmon. Passes in favor 10-0 (Jim Momsen abstained)**

VIII Board of Directors / Policy

- a Strategic Plan **10:40 a.m. (10 min)(Armson-Dyer)**
- 1 Strategic Plan Review*([Click Here](#))
 - Create policy to address poor sportsmanship in clubs and at events.
 - ◆ Encourage TDs to take action right away. Educate them on how to de-escalate.
 - ◆ Amy: If your club does X, then you need to do Y.
 - ◆ Reminder: The Region does have a red-card reporting policy.
 - A few deadlines going to be delayed. But Strat. Plan is in a good place.
 - 2 Listening Sessions / Lunch and Learns
 - ◆ Board encouraged to be at those listening sessions
- b By-Laws Revision Update ([Vote](#)) **10:50 a.m. (10 min)(Armson-Dyer)**
- New by-laws passed 13-0 in online vote. Will get update out in future Beacon
- c ROAS [Status](#) / Policies **11:00 a.m. (15 min)(Armson-Dyer)**
(Required by USAV and the RVAA). See the ROAS report form for the current status of where the Region meets, is in the process of meeting or does not meet standards
- 1 **Records Retention Policy***([Click Here](#))
 - Motion to approve: Josh Price. Second: Curtis Madson. Passes 12-0

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- 2 **Anti-Discrimination Policy***([Click Here](#))
 - Includes event and event participants. Makes it easier for E&E committee
 - Motion to approve: Ange Lubach. Second: Holly Jablonowski. Passes 12-0
- 3 **Anti-Harassment Policy***([Click Here](#))
 - Broken up by members and employees. Lots in conjunction with SafeSport, USAV and USOPC
 - Motion to approve: Kim Wudi. Second: Josh Price. Passes 12-0
- 4 **Whistleblower Policy***([Click Here](#))
 - Modeled after US Dept. of Labor (employee side of things). Federal protections didn't always apply so there are parts pulled out.
 - Motion to approve: Curtis Madson. Second: Scott Blackmon. Passes 12-0
- 5 **Privacy Policy***([Click Here](#))
 - Do have links to outside information on website and the policy addresses that. (i.e. Sports Engine member management system has its own Privacy Policies)
 - Motion to approve: Curtis Madson. Second: Breit Nelson. Passes 12-0

IX President Update 11:15 a.m. (5 min)(Momsen)

- Great year. Special thanks to staff for their hard work.
- Hurdles ahead with event locations.
- "Love this group."

X Old Business (Board Action Item Tracking Document: [Click Here](#))

a WIAA Update (Momsen)

- Sent letter(s) – both paper and electronic -- to Stephanie Hauser at WIAA but has not heard back.

b DEI Committee Update (Momsen)

- 19 people on committee but 10-12 have never been on a call.
- Going to go after some new fresh faces
- Support for St. Marcus event Aug. 11-12

XI New Business – Majority Vote Needed for Motions/Voting

- BRYFVL: Looking at going to Southeast WI, Madison and Appleton
 - ◆ Hope to be a place for teams who cannot get into the Greater Metro Power League
 - ◆ Interest form has gone out to Programs in SE Wisconsin.
 - ◆ Some parents have reached out to Sara for what their options might be.
 - ◆ Looking at training new officials at GMPL
- Junior Reps meeting went well. Rushmer, Melton, Stevens meet quarterly with Sharkey to talk Junior Policy and be the voices he will represent at the Junior Assembly meetings in Dallas.
- WVC went great and special kudos to Sara, Scott and Kelly for their work in the event.

XII Adjourn 12:00 p.m. (Momsen)

- **Move to adjourn: Kim Wudi, second: Bonnie Stalker. Time: 11:28 a.m.**

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* - indicates attachments in the pre-read materials or hyperlink in the agenda concerning this subject; (#)

indicates numbered attachment

BOLD – indicates item is a potential voting item on the agenda

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