



BADGER REGION BOARD OF DIRECTORS MEETING
Monday, Nov. 20, 2023 * 5:00 pm – 7:30 pm CT
In Person Meeting, Badger Region Office

Virtual Option:

<https://meet.goto.com/659213797>

You can also dial in using your phone.

United States: [+1 \(646\) 749-3122](tel:+16467493122) / Access Code: 659-213-797

Dinner will be provided prior to the meeting for those attending in-person

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...”

In-person: Jim Momsen, Scott Blackmon, Beau Rath, Holly Jablonowski, Curtis Madson, Breit Nelson (online), Bonnie Stalker (online), Josh Price (online), Jon Ellmann (online), Jason Wheelock, Brian Rushmer (online), Angela Lubach (online), Amy Daley (online, 7:25pm)

Ex-Officio: Mike Stevens, TJ Abshire, Erin Stalker(online), Alexis Middleton, Julie Vocek

Tryout Committee Guests: Maynard Saugstad, Jarrod Luedtke

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

Absent: Amy Daley, Braeden Melton, John Nelson

I Board Meeting - Call To Order / Information

- a Bonnie Stalked – conflict of interest w/ daughter Erin Stalked
- b Tryout policy – conflict of interest due to club affiliation: Madson, Stevens, Rushmer, Nelson, Blackmon, Price, Stalker, Wheelock, Jablonowski, Ellmann

II Approval of Minutes* [August 2023](#) / [Sept 2023](#)

Motion to approve Minutes (August '23 & September '23)

Motion: Madson

Second: Rushmer

Passed: 12-0

III DEI Committee Report (verbal)

- a Creation of forms, creation of grievance/policies/procedure
- b Create a DEI plan (do not see a current plan/policies, forms, on website)
 - 1 Survey (all) members so they can shape the plan; goal to have a plan drafted by July/August so that plan can be in place for new membership season (2024-25)
- c Who are the members of the committee? (A long list of names shared)
 - 1 Will they attend meetings? Do they know they are on a committee

- d Committee needs to be re-formed/established (PowerPoint shared with BoD)
- e How does the “plan” align with what is posted on our website? We will continue to build
 - 1 Can we have a mission statement to provide direction by January 1, 2024 (Momsen, yes)
- f “Belonging at Badger” rather than DEI

IV [Mission Moments](#)

- a Madsen – NTDP accelerator, thank you Sharkey for helping to coordinate and provide this opportunity in Badger Region
- b JAD – Scott Spiess for dealing with Sports Engine and general membership chaos. Brian/Sara for last chance tryouts. Kelly for getting Region Events posted and registration open
- c Sharkey – Thank Tryout Committee for all your work, discussions, feedback to do what’s best for our members
- d Breit – shoutout to Jon Ellmann & UWOW, keep it going in the NCAAD3 tournament!

V Junior Clubs

a **Tryout Timing Proposal*** ([Click Here](#))

- 1 Thank You Tryout Committee
- 2 We are attempting to define a rule to is in the best interest of ALL members in Badger Region (this is difficult).
- 3 BOD needs to separate themselves from club/team affiliation
- 4 Staff will need to deal with the fallout
- 5 Logistics
 - Current proposal came from committee. This would need to be voted down and a new proposal would need to be made
 - If voted down, a new proposal would come in new business
- 6 Questions?
 - If voted down, what if a club does a summer tryout anyway
 - Review the current “sanction” list – currently a “Warning” (doesn’t make an impact)
 - ◆ Any member participating in tryout outside the tryout period is breaking the rule not just the club
 - Tracking Document – logistics of creation/tracking. Example exists in Iowa/North Texas (electronic)
 - Board time spent talking tryouts is not in the best interest of serving all members
 - This topic should not be about talent, but rather total member(ships); our goal is to keep the members in Badger Region/USA Volleyball
 - Is this hurting or helping Wisconsin Volleyball?
 - How we frame/publicize/share the information with all (not forcing summer tryouts)
 - Regardless of what the tryout policy is we will be both helping and hurting members
 - The focus should be more on the athletes/families and less on the clubs (clubs will find a way to find athletes)
 - Many clubs main focus is participation, not necessarily talent/results focused
 - Concern with retention occurring during season (can we wait until the season is over)
 - ◆ If the club decides to issue retention while their teams are still competing, that’s their call

Motion to approve Tryout Proposal as presented (pre-read)

Motion: Madsen

Second: Nelson

Passed: 11-1-1 (Rushmer); Amy Daley (did not vote, not in attendance)

b Roll Call Vote

Jim Momsen, yes
Scott Blackmon, yes
Beau Rath, yes
Holly Jablonowski, yes
Curtis Madson, yes
Breit Nelson (online), yes
Bonnie Stalker (online), yes
Josh Price (online), yes
Jon Ellmann (online), yes
Jason Wheelock, yes
Brian Rushmer (online), no
Angela Lubach (online), yes
Amy Daley, abstained (not present at the time of the vote)

c Tryouts: Next Steps (verbal)

- 1 BOD should not share, talk about with others; let BOD make the press release
- 2 Clubs should share official Badger Region press release
- 3 What needs to be shared and timeline of:
 - Develop the commitment form (electronic tracking)
 - Update policies, manuals, and handbooks on website
 - Alter retention period
 - Summer open houses
 - Marketing, PR, Rationale focus will be POSITIVE
 - When will this be re-visited? 2 years
 - ◆ Did we re-visit retention policy change?
 - Retain coaches, facilities (8 months away)
 - Club contact policy will need to be reviewed (families can always reach out; when can clubs?). Clubs can run “training” clinics/open gyms at any time
 - Review the ~~Last~~ Second Chance Tryouts timing
 - Does there need to be a first allowable practice date for 14 & under? No
 - Region to re-establish the Gold/Silver/Bronze seal tiers for clubs on our website

VI Finance Update (in-meeting presentation)

- a Last Fiscal Year, we were profitable
- b Looking to operate real-time budget in QuickBooks moving forward; 990 & 1099 prep (will be outsourced - Angie)
- c Balance Sheet is sitting in a really healthy position; cash is healthy (membership income, limited expenses to date)

VII Region Office / Operations

a Staff Reports (verbal)

- 1 Jen: Paychex & HR review (handbook/policy review, benefits), RVA meetings in Denver (pipeline designation from USAV for All-Star Championships, Central Zone commercial on BTN, governance committee working on a local?? Something policy?), Apparel RFPs, Partnership meetings (TeamSnap, GMS, etc), continuing classes at Notre Dame
- 2 Sharkey: Tryout Committee, Second Chance Tryouts (Milwaukee Gold/Dive), NTDP accelerator, Apparel RFP, Badger Region/Frisco Mo Boys All State lists and ranking polls
- 3 Scott: Sports Engine, COI, Club Director contact, Education resources, Wisconsin Volleyball Conference Season Prep
- 4 Kelly: Single day events opened (11/19), BBS (17), BRPL (174) – limited support from clubs in the Northeast (1 weekend at Champions Center), Dale (2-day event - 129 teams), BRQ (104), BRC1 (102- 11s/12s) Appleton, BRC2 (Green Bay-175, MKE-243), BRC3 (213) 733 teams registered for BRC 2024
- 5 Sara: New Officials (103 brand new: 53 women, 50 men), In-Person & Zoom meeting (11/19), Good % of 2nd year officials returning, Collegiate Programs officiating/training, Assigning all Badger Region sanctioned events (will begin 2nd week of Dec), issues with assigning BRQ & Dale (high level competition)

b 2025 All-Star Championships update

- 1 City of Madison working on hotels
- 2 Kelly & Jamie (Madison Sports Commission) to attend HP All-Star in Des Moines this summer

c Other Questions

VIII Officials

a HIROS Policy* ([Click Here](#))

- 1 Came from strategic plan, to address sportsmanship
- 2 USAV has already developed and used at National Qualifiers
- 3 Module we can encourage coaches & officials to watch

Motion to adopt HIROS Policy

Motion: Jablonowski

Second: Stalker

What is our legal liability? It is optional, guidance

Passed:12-0

b Approval of Ref / Score Liaison to USAV* ([Click Here](#))

Motion to approve Erin Stalker as new Score Liaison to USAV

Motion: Madson

Second: Rushmer

Passed: 11-0-1 (B. Stalker abstained due to conflict of interest as her mother)

Motion to approve John Nelson as new Officials Liaison to USAV

Motion: Jablonowski

Second: Blackmon

Passed: 12-0-1 (Ellmann abstained)

IX Board of Directors / Policy

a Strategic Plan

- 1 Strategic Plan Review* ([Click Here](#))
 - We continue to move forward
- 2 Update: Paychex HR Review (verbal)

Resource Development Proposal* ([Click Here](#))

Questions

- what does this look like if it exceeds 90 days? The expectation is for it to be completed in order for payment to be received. Ange/Jen will work collaboratively.
- Requested Jen to go back and ask for an amended timeline from Angie

b By-Law Updates* ([Click Here](#))

- 1 Could be a lapse in time from when a board member falls off to when a new person can be put in place. Vote to occur at a later date

X President Update

- a Need everyone's help heading into event season

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

a WIAA Update (Momsen)

- 1 Melissa Gehring response – will be shared post meeting with board
- 2 Offer to all or offer to no one; explore free & reduced lunch program (access issues, would require us to contact DPI)
- 3 Eligibility is not a concern until high school

XII New Business – Majority Vote Needed for Motions/Voting

- a Tryout Committee to look at policy surrounding clubs that make offers, but disband the team prior to the 7pm deadline
- b GLR – concern over kids who commit to a club in July but do not report to club in November or later
- c TikTok Ref – don't post videos/record children that are not your own. Match management is delayed, unprofessional

XIII Adjourn

Motion to adjourn

Motion: Wheelock

Second: Lubach

Passes: 12-0-1 (Ellmann abstained)

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

(#) indicates numbered attachment IF hyperlink not included

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

NEXT MEETINGS:

1. **Thursday, Feb. 8, 2024 // 9:00 a.m. CT (online)**
2. **Wednesday, May 8, 2024 // 9:00 a.m. CT (online / in-person)**
3. **August 2024 TBD**
4. **September 2024 Special Budget Approval TBD (online)**
5. **November 2024 TBD**