



BADGER REGION BOARD OF DIRECTORS MEETING
Thursday, Feb. 8, 2024 * 9:00 a.m. – 10:30 a.m. CT
Virtual Meeting (Online)

Joining Information:

<https://meet.goto.com/800746589>

Phone: [+1 \(224\) 501-3412](tel:+12245013412) // Access Code: 800-746-589

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, Scott Blackmon, Beau Rath, Holly Jablonowski, Curtis Madson, Amy Daley, Breit Nelson, Bonnie Stalker, Josh Price, Jon Ellmann, Jason Wheelock, Brian Rushmer, Angela Lubach

Ex-Officio: Braeden Melton, ~~Mike Stevens~~, John Nelson, Erin Stalker, TJ Abshire, Alexis Middleton, Julie Voeck

Guests: Ron Kolash, Jeff Van Lannen

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

- I Board Meeting - Call To Order / Information 9:00 a.m. (1 min)(Momsen)
 - a Conflict of Interest – Curtis HP

- II **Approval of Minutes* Nov 2023* ([Click Here](#))** 9:01 a.m. (2 min)(Momsen)
 - Motion to approve Nov 2023 minutes**
 - Motion: Madson**
 - Second: Lubach**
 - Approved 13-0**

- III [Mission Moments](#) 9:03 a.m. (2 min)(All)
 - a TJ - shoutout to some young officials Parker Roob & Lydia Otto our outstanding court management
 - b Spiess – shoutout to John & Emily Nelson for working WVC playdate in Mankato
 - c JAD – shout to Ange for continuing to provide service to the Region without actually living in the Region

- IV Officials
 - a Independent Contractor Agreement* 9:05 a.m. (10 min)(Guest - Kolash)
 - 1 Question of transfer of liability or fundamental policy change?
 - 2 Feeling that all liability was being pushed onto officials
 - Everyone assumes their responsibility for their portion (court install, assigning, manufactures, etc.)

- 3 What can we do to put more officials at ease and maintain positive relationships with officials?
- 4 Correction of shared information
 - Overreaching is an overstatement (court would need to determine this); IC was developed from large University with licensed attorneys in WI
 - Clarification of efforts made to rectify the situation from an attorney standpoint and usage in thousands of cases
 - Clarification that this is “independent” contractor, not an employee (mutually shared risks)
- 5 Members of the association feel as though association is trying to oster size the members by pushing as much liability as possible onto the members
 - Words are forgotten, actions are remembered for a long time

V Region Office / Operations

9:15 a.m. (20 min)(Staff)

a Staff Reports (verbal)

- 1 Jen – 1099s have been filed, HR review with Paychex progressing, logistics planning for events, Team Snap agreement/partnership, shoutout to Beau for help with financials, masters’ classes continue to go well
- 2 Sharkey – HP program (tryout dates, coaches, camp/schedule), support for events with awards, BBS completed 8th year (great training opportunity for officials)
- 3 Scott – Sports Engine rostering, WVC memberships & eligibility, Sports Wrench ticketing, event staffing logistics (courts, tickets, work crews), Coaches Education (w/ help of JVL)
- 4 Kelly – 6 to events at 12 different locations (3 facilities are new to us) with over 200 teams each, BRPL (Madhouse) this weekend, BRQ/Dale (3 sites), BRC (Appleton, GB/MKE, MKE), BRPL final weekend
- 5 Sara – pre-covid numbers of officials (210 are certified and assignable), 68 new officials (29 trained at BBS; all but 1 are assignable), 60% of new officials are younger than 25, mentors have been a huge help (shoutout John Nelson), BRYFVL ’24 (Fox Cities, Madison, SE WI) flyer will be ready for BRC, helping with HP
- 6 Jeff – 25 years of public education (last 15 years as a principal); let’s grow our learning community within the Region, trying to understand the scope and do it right (rather than fast), focus on two-way communication

b HP All-Star Policy Review *([Click Here](#))

- 1 Does anyone have any “heartburn” with the direction that the program is going?
 - Approached by coaches from outside the Region that want to be travel coaches within our program
 - The angle is to get early access to individual athletes, not necessarily intending to coach in the Region long term or make the Region better
- 2 Do we currently have a lack of coaches applying? Is there a need to accept coaches from out of Region?
 - The caliber of coach for travel positions, maybe shouldn’t be applying
- 3 Would it be a bad thing to have high level coach come help our athletes (even if for just one year)? This would still be best for the athletes in our Region; hear new voices
- 4 Have we gotten more aggressive with the recruitment of coaches from within the Region?

- Sharkey has had personal email/phone outreach with 70% of collegiate coaches in WI in addition to high level clubs to seek recommendations
- 5 Challenges for D1 Coaches due to compliance; JAD working with USAV to deem this program/event as a USAV “pipeline” event
- 6 The coaches being involved to recognize/recruit has happened since the inception. Focus should remain on the training, success follows
- 7 Clarification that to allow out of Region coaches, get some “buy in” to train with us for a year before being assigned as a travel coach
- 8 Board did approve program direction towards excellence/success not just participation
- c Other Questions

VI Board of Directors / Policy

- a DEI Committee Report (verbal) 9:35 a.m. (5 min)(Marcos / Momsen)
 - 1 Nothing received from Franco to JAD
 - 2 Mission statement in place (Jim & Franco)
 - 3 Franco shared a DEI plan from WI Dept of Transportation that may help us (Jim)
- b Tryout Committee Report* ([Click Here](#)) 9:40 a.m. (5 min)(Sharkey)
 - 1 No action needed currently from the board
 - 2 FAQs & Best practices (see link above)
- c Strategic Plan 9:45 a.m. (5 min)(Armson-Dyer)
 - 1 Strategic Plan Review* ([Click Here](#))
 - Thank a Thon campaign is moving up the list
 - Dates need to reviewed/updated

VII President Update

9:50 a.m. (5 min)(Momsen)

- a End of term is approaching and Jim does not intend to seek re-election
 - 1 Review the By-Laws as we are now selecting a President internally; consider running
- b Jim will also be stepping down as the official’s rep on the board
- c Election process will be forthcoming

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

- a WIAA Update 9:55 a.m. (3 min)(Momsen)
 - 1 Response from WIAA previously shared (basically said “no”); dead end
 - 2 Textured Ball (boys) – NFHS will be discussing. Our survey has been shared nationwide. Ball agnostic
 - 3 WIAA state schedule in Green Bay has been shared and now starts on Wednesday (boys)
 - 4 USAV NTDP – athletes can seek reimbursement for attending NTDP events (red flag for WIAA athletes; we want to educate our members)
- b By-Laws Update 9:58 a.m. (2 min)(Armson-Dyer)
 - 1 Admin clean-up (dates)

IX New Business – Majority Vote Needed for Motions/Voting

- a none

Executive Session – Only voting board members and any other individuals approved by the board

- X Finance Update (in-meeting presentation) 10:00 a.m. (10 min)(Rath / A-D)
- a Update: Paychex HR Review (verbal) – addressed in JAD staff report
 - b Cash balance is up (outflow coming); balance sheet continues to look strong
 - c P&L now in QuickBooks and continues to improve now that we (JAD/BR) have full control
- XI Legal Update 10:10 a.m. (5 min)(Lubach)
- a AL will be stepping down from Badger Region board of directors
 - b Position description will be formed and shared
- XII IC Agreement Discussion 10:15 a.m. (10 min)(All)
- a A facility safety reporting form will be created and available to officials (ICs)
 - b The current ICA will remain in place for the 2023-24 season; we will continue to review additional ICA's (including USAV ICA)

XIII Adjourn 10:30 a.m. (Momsen)

Motion to Adjourn

Motion: Lubach

Second: Wheelock

Approved 12-0 (HJ had to leave early)

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