



# BADGER REGION BOARD OF DIRECTORS MEETING

Monday, Nov. 18, 2024 \* 9:00a.m. CT

## Online Meeting

Joining Link: <https://meet.goto.com/714378293>

Phone: [+1 \(646\) 749-3122](tel:+16467493122) / Code: 714-378-293

### 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: Holly Jablonowski, Scott Blackmon, Beau Rath, Curtis Madson, Breit Nelson, Jason Wheelock, Brian Rushmer, Kyleigh Neave, Bonnie Stalker, Patti Dawson, Dan Habeck

Ex-Officio: TJ Abshire, Mike Stevens, John Nelson, Jim Momsen, Julie Voeck, Jeff Van Lannen

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

Absent: Amy Daley, Jon Ellmann, Braeden Melton, Alexis Middleton, Erin Stalker

I Board Meeting - Call To Order / Introductions

## II Approval of Minutes Sept. 2024\* ([Click Here](#))

### Motion to Approve September minutes

**Motion: Madson**

**Second: Rushmer**

**Approved: 10-0 (Missing: Amy, Beau, Ellmann)**

## III [Mission Moments](#)

- a Brian shoutout to Holly for stepping in to help at Second Chance Tryouts despite dealing with her own leg injury
- b Momsen shoutout to staff for Boys Open House, VLA match, Ref training
- c Wheelock shout out to Spiess & staff for Coaches Forum in Green Bay; thank you to Theis & BJ
- d JAD shout out to Scott & St. Marcus Try Volleyball Clinic. Blackmon & Sharkey, JAD also in attendance to help
- e Shoutout to Sharkey for helping Crossfire with Boys clinic

## IV Region Office / Operations

- a Staff Reports (verbal) / Operational Questions
  - 1 JAD – working with Beau on financials, USAV meetings in Boston
  - 2 Scott – Coaches Ed, AOC memberships & clinic, WVC season prep
  - 3 Sara – officials’ renewal, onboarding, training; scheduled trainings & assignments, hotels for Region events, Coach/Youth development series (spring)
  - 4 Kelly – event planning and registration open, Over 100 teams in Dale & BRQ, BRC 816 teams registered!

- 5 Brian – communication (Beacon, social media, etc.), second chance tryouts, BBS (12/6), boys growth/grants, All-Star planning
- 6 JVL – consulting with staff on Coaches Ed & officials training, create reoccurring events that people can count on, player check-ins (BJ GB presentation), visit clubs to see what they do
- b One-Event Membership Update; Capping Champs 9:21 a.m. (4 min)(Staff)
  - 1 USAV/RVA approved one-event membership for Boys for qualification events to BJNC
    - Honor one-event memberships for neighboring regions (ex: Dale participation)
  - 2 We are close to exceeding space at Baird Center already; board may need to consider capping divisions to retain integrity of events and a good experience for all
- c **Junior Club Release Policy Revised** \* ([Click Here](#)) 9:25 a.m. (10 min)(Madson)
  - 1 Previous pain point around pro-rated refund to members
  - 2 We are not talking about a ton of these, less than a handful annually

**Motion to Approve Junior Club Release Policy as presented**

**Motion: B. Stalker**

**Second: Wheelock**

**Approve: 10-0** (missing: Rath, Ellmann, Daley)

Question: when new policy passes, when does it go into effect? Immediately, will be updated in CD handbook and CD email

- d Tryout Committee Update\* ([Click Here](#))
  - 1 Monitoring the number contacts in summer
  - 2 Collecting feedback, ongoing (no changes to tryouts for 2025-2026)
    - No formal, written feedback received since summer
  - 3 Question of when to allow club assignments in SE (currently closed when HS season starts)
  - 4 Concern about “call back” requirement for team placement; offer still stands to be in the club

V Board of Directors

- a Strategic Plan Review\* ([Click Here](#))
  - 1 New committees need board involvement to get started
  - 2 Resource development has been taken by JAD & Sharkey
  - 3 Thank-A-Thon dependent on communications coordinator position
- b Committee Signups ([Click Here](#) & [Here to Sign Up](#))
  - 1 We need board help, please contact JAD/Holly to join committees
- c **Finance Chair Stipend\*** ([Click Here](#))
  - 1 Stipend for Treasurer position, \$5000 requested (in-line with other stipends)
  - 2 Meetings weekly or bi-weekly between Executive Director & Treasurer

**Motion to approve Finance Chair stipend as presented**

**Motion: Madson**

**Second: Blackmon**

**Approved: 10-0** (missing: Rath, Ellmann, Daley)

- d **Independent Investigator Contractor\*** ([Click Here](#))
  - 1 We are not equipped/trained to make these decisions

- 2 Outside individual (not in volleyball world), can handle situations more timely
- 3 Eliminating conflict of interest
- 4 Stipend consistent with other stipend positions
- 5 We have at least one interested party

**Motion to approve Independent Investigator Contractor as presented**

**Motion: Nelson**

**Second: Jablonowski**

**Approved: 11-0** (missing: Ellmann, Daley)

VI Officials

- a Official's Committee Update\* ([Click Here](#))
  - 1 John Nelson, Teague Pritchard, Justin Flasch, Erin Stalker (Patti Dawson unable to attend), Sara Voigt
  - 2 Monday minutes for new(er) officials; short, focused meetings on specific scenarios

VII Finance

- a Financial Report – Close FY 23-24
  - 1 Sept 30<sup>th</sup> year end
  - 2 Employee retention credit still out there
  - 3 Membership & Event Registration increases both very favorable
  - 4 Expenses over budget were facility and equipment rental (we knew this was coming)
  - 5 Non-Profit: we need to have money in reserves (9-12 month's worth), in the event of an economic downturn (ex: COVID) and unknown costs (Baird Center rental)
  - 6 We padded budget slightly for events; increased costs at the Baird Center
  - 7 BMO meeting to review accounts to protect organization and maximize earnings
  - 8 990 final draft (non-profit version of a tax filing) and approval targeted by Jan 1; finance committee to review and make recommendations to board for approval

VIII President Report

- a Nothing to report

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

X New Business – Majority Vote Needed for Motions/Voting

- a Jim Momsen requests looking into Ref Quest rather than Zebra Web; allows for one calendar for those that ref NCAA.
- b Apparel order is in – reach out to staff to pick up or bring to events
- c Waupaca Boatride – John Speraw has reached out, call later this week; how can USAV/Badger partner in some way? AAU previously hosted Tom Galecke to show interest in juniors
  - 1 Some concerns about presence of alcohol
  - 2 Wheelock will keep Board updated
- d Boys Volleyball High School Coaches Association
  - 1 Frisco Mo/Badger Region presenting All State awards

- 2 WIAA coaches advisory meeting (Sharkey, Seidl, Evans)
- e Concerns over WIAA policy related to high school coaches coaching club
  - 1 Scholarships, discounts in club affecting high school eligibility
  - 2 Share concerns/examples
  - 3 Can we get information to share with CDs related to WIAA view on coaches in club

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

**XI Human Resources Items**

**Motion to approve the HR updates as presented**

**Motion: Madson**

**Second: Rath**

**Approved: 11-0**

**XII Adjourn**

**Motion to Adjourn**

**Motion: Stalker**

**Second: Rath**

**Approved: 11-0**

\* - indicates hyperlink in the agenda concerning this subject

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

**FUTURE BOARD MEETING SCHEDULE:**

- 1. Wednesday, Feb. 12, 2025 at 9am CT (online)
- 2. Wednesday, May 14, 2025 at 9am CT (tentative online)

**Additional Notes & Dates:**

- 1. Nov. 24 at 11am CT & Dec. 8 at 11am CT – In-Person Official’s Meetings in Brookfield
- 2. Feb. 22-23, 2025 – Dale Rohde Memorial Boys Tournament – Baird Center, Milwaukee
- 3. March 1-2, 2025 – Badger Region Girls Qualifier – Baird Center, Milwaukee
- 4. March 15-16, 2025 – Badger Region Championships #1 – Baird Center, Milwaukee
- 5. March 22-23, 2025 – Badger Region Championships #2 – Baird Center, Milwaukee
- 6. July 23-27, 2025 – USAV All-Star Championships – Alliant Energy Center, Madison