



BADGER REGION BOARD OF DIRECTORS MEETING
Wednesday, August 9, 2023 * 6:00 pm – 8:30 pm CT
In Person Meeting, Badger Region Office

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 (online), Beau Rath, Curtis Madson, Amy Daley, Breit Nelson (online), Holly Jablonowski, Bonnie Stalker (online), Josh Price (online), Jason Wheelock (online), Angela Lubach (online)

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

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

Absent: Julie Voeck, Alexis Shelson, Teague Prichard, Braeden Melton, Brian Rushmer, Jon Ellmann

I Board Meeting - Call To Order / Information

II **Approval of Minutes, May 2022 (Click Here)**

Motion to approve minutes (Madson, Vogelsang). Approved 11-0

III Mission Moments

- a Board intros
- b Shout out to JAD – starting & implementing what she’s learning at Notre Dame Masters of Non-Profit Administration
- c Shout out Sharkey for a job well done with all things HP
- d Badger Region is Awesome! Hearing many positive comments about the day-to-day operations and interactions of region staff
- e Appreciate the board support of staff and how their decisions can/does impact staff (and all members)

IV Finance Update

- a We are in a strong financial position
- b Expenses are up (rentals, facilities, officials, increased programming, travel) but offset by strong membership and event entry numbers.
- c BMO CDs are being moved to Money Market accounts to better manage funds
- d Financial transition to “in house” remains in house. Armson-Dyer has taken the bulk of that on, with Spiess assisting in bill payments. Will be looking for a third-party accountant for year-end filings and to have another set of eyes. Armson-Dyer and Rath meet weekly.
- e Employee retention credit was worked on by Armson-Dyer and specialized accountant and has been submitted and approved; will likely take several months to arrive
- f Controls document and chart of accounts still high on the to do list for Finance Committee

Badger Region Volleyball Association Mission Statement

The Badger Region Volleyball Association promotes initiatives for safe, structured and fun life-long volleyball experiences!

- g Budget planning in process (establishing timelines for year-end processes). Will look to have a budget approval meeting prior to the start of the new fiscal year (Oct. 1).
- h Question on % increase versus predicted expenses
 - 1 *Most of the increased expenses are projected to be short term (facilities, rental, labor, etc.) and are offset by increased team entry fees.
- i We try not to gouge our members while remaining fiscally responsible. Finding some challenges as third-party events who don't give back are coming in, but remaining true to mission.

V Region Office / Operations

a Staff Reports (Verbal)

1 Armson-Dyer

- Masters classes at Notre Dame; 6 credits done (Accounting, HR), 36 to go!
- Accounting, budgeting, payments (also working on benefits w/ executive committee)
- Staff titles, path for advancement, etc.
- Day to day planning and USAV committees

2 Sharkey

- HP All-Star wrap-up (thank you for the support from the board/staff)
- Lunch & Learns (Live, but most feedback comes later)
- Website revamp
- Beach Clinics
- JCD meeting, open houses, clinics upcoming
- National committees
- Tryout committee

3 Spiess

- Season Prep (memberships, Sports Engine, club registration, website)
- Point of contact for St. Marcus clinics & USAV RIT
- Bill payments
- Membership help

4 Lehman

- Badger Beach Championships
- 2024 event planning
 - ◆ Site RFPs
 - ◆ Qualifier & Dale will move to Madison on the same weekend at Alliant Energy Center and nearby facilities
 - ◆ BRC (Baird Center still under construction)
 - ☐ 3 weekends (1-Appleton, 2- Green Bay & Milwaukee, 3-Milwaukee)
 - ☐ Will Adults move back with BRC in '25 – ideally YES

5 Voigt

- Prep re-certification steps for officials
- Mentoring for officials
- New officials training & meetings
- Advancement protocol for officials
- Looking to 2024 to bring BRYFVL back (Appleton, Madison, SE WI)
- Hotel contracts for 2024 Region events

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- b 2025 All-Star Championships
 - We'd like to submit a bid to host in 2025; have support from city of Madison
 - Will take increased financial support and manpower from the Region staff & Board
 - This is a GREAT opportunity to continue to showcase Badger as a PREMIER Region
 - Question on the number of officials needed and expense
 - ◆ We get admission, entry fee, merchandising, hotels
 - ◆ Other programming & events make this possible
 - A lot of positives. This type of opportunity doesn't come around very often.
 - Straw Poll: 9-0-1 in favor of submitting a bid (Madson abstains)
- c Other Questions

VI Junior Clubs

- a Tryout Committee Discussion Proposal
 - 1 Motion summary in pre-reads along with survey results, positives & negatives
 - 2 Four months of discussion, survey, summarizing
 - 3 A blanket policy that is agreed upon by all is IMPOSSIBLE
 - 4 Motion brought to the board for further discussion; vote will be in November
 - Haven't discussed if this is for all ages?
 - Have not discussed commitment dates
 - 5 Encourage the board to hear directly from the club directors; let the stakeholders talk to each other rather than just taking info from the online survey
 - 6 How will tournament entry opening earlier impact decisions related to tryouts?
 - 7 250 WI residents that played in neighboring regions in 2022-23
- b Alexis Middleton POV (data dive)
 - 1 How many times was each negative impacted?
 - 2 Logistics (coaches, facilities, etc.) vs players (vacations, etc.)
 - 3 How it affects an athlete's opportunities?
 - High school season reps/prep
 - Communication about opportunity to play club VB
 - 4 Recognize that a big decision like this benefits some populations and hurts others
- c Point of clarification: we are not "moving tryouts to summer." The decision would be to open the calendar for clubs to decide. We are not mandating that tryouts occur Aug. 1
 - Boys in WI are negatively impacted by not being prepared for early tournaments out of region right after HS is done in November
 - Clubs feel that they would have to *move* to summer if that is what Region policy allows
 - Competing organizations have created opportunities for our clubs/members that we do not have
 - Kids are already stressed when tryouts overlap by 30 min; this type of change only intensifies that if they have to choose between August and perhaps November – it's a gamble
- d What is holding clubs back? We spend a lot of time discussing tryouts rather than ways to make volleyball better in our Region
 - 1 We are the "...premier volleyball authority in the state of WI". We might not be able to continue to say that if we lose large clubs/members to competing organizations
 - 2 Boys – outreach issue (entry point commonly freshman year of high school).

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- 3 Retention offers – similar concern when first implemented; some clubs utilized, some didn't. Everyone adapted and we all moved on
 - 4 Tryout committee is well aware of the perceived negatives, but we are best positioned to lessen the impact on our clubs/members
- e Tryout committee requests that the board ask the tough questions that they need answers to in order to make an informed vote at November board meeting
- We will be taking requests to speak on the topic at the August CD meeting
 - Are we prepared to implement a severe consequence to a club who violates our tryout policy? Enforce the Rule & the Consequence
 - Competition concerns leads to a domino effect in either direction
 - Do we have a consensus recommendation for discussion at the CD meeting; we need to be transparent about where we are at with this...

VII Board of Directors / Policy

- a Strategic Plan
 - 1 Strategic Plan review
 - Several deadlines were too ambitious
 - We are moving in a positive direction
 - Question about resource development position?
 - ◆ Taking a deep dive into current staff responsibilities
 - ◆ Compensations vs. need
 - ◆ Contract someone and/or hire consultant(s) rather than make a hire
- b Secretary Election Discussion
 - 1 Job description will be shared (part of the executive committee, nominating committee)
 - 2 Contact JAD if you are interested; election to follow

VIII President Update

- a It has been a good year
 - 1 Thank you to HP All Star contingent, staff, events, etc.
 - 2 Let's think outside the box moving forward into next season

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

- a WIAA Update (Momsen) – No response from WIAA to Jim's letter
 - 1 Will approach Melissa Gehring at high school officials meeting in August
- b DEI Committee Update (Momsen)
 - 1 Conversation with co-chair (FM)
 - 2 Re-brand DEI to "Belonging in Badger"

X New Business – Majority Vote Needed for Motions/Voting

- a WIAA Update (Sharkey)
 - 1 Boys remain in GB for three years min. (going backwards to a smaller facility is not the direction the WIAA board of control wants to go)
 - 2 Textured Volleyball – the voting panel is not interested in making change (citing cost as the biggest concern). No "test" rule as an option until there is more support nationwide
 - 3 WIAA intends to send their own survey(s) to high school coaches

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XI Adjourn

Motion to Adjourn (Jablonowski, Nelson). Approved 11-0

* - 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

NEXT MEETINGS – Calendar Invites Sent For All

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