

# NCR BOARD of DIRECTORS' MEETING'S MINUTES

June 12, 2016

4445 West 77th St STE109, Edina, MN 55435

**Board Members Present:** Doug Lothenbach, Twila Nogowski, Shannon Shaughnessy, Shelly Buddenhagen, Sarah Hammers, Greg Sayuk, Jon Hegerle, Crystal Nuzech-Duesler, Kelsey Peterson, Joe Sussenguth, Darla Heikes, Dennis Piechowski

**Board Members Absent:** Hayley Fruin, Ross Erickson, Becky Schlichting

**Staff Members Present:** Ken Miller, Jennifer Brathol, Sue Murphy, Brad Aaberg and Judy Praska

**Additional guest:** Kent Harbison-lawyer for North Country Region

Meeting called to order 9:00 AM. Doug Lothenbach introduced NCR's Attorney Kent Harbison

1. Election of Board Members: No nominations for the open at large seat were presented. Motion made by Greg Sayuk to keep the committee in place and continues to search for a candidate and hold voting electronically with intent of seating new member in December. Seconded by Sarah Hammers. Motion passed.
2. Election of Officers: The following slate of officers was passed: President- Doug Lothenbach, Vice President- Twila Nogowski, Secretary-Shannon Shaughnessy, and Treasurer- Shelly Buddenhagen.
3. Finance Committee Report:
  - a. Budget Report 2015-2016: Committee first met 3 weeks ago; it was an opportunity to learn how the region works financially. Committee went through budget item by item.
  - b. Budget Proposal 2016-2017: In reviewing proposal, a question was raised by Shelly Buddenhagen about the process of determining compensation. Much discussion followed with the outcome that the board will hold a workshop for all board members to aid in understanding of best practices guidelines for non profit boards. Motion made that the Executive Committee will meet yearly with the Executive Director to set goals & compensation by Greg Sayuk and seconded by Jon Hegerle and motion passed. Motion made by Sarah Hammers to approve the Budget Proposal with the exception of the Officer Salary Line, seconded by Shelly Buddenhagen and motion passed. The board only will meet after the close of the meeting to approve this line.
4. Strategic Planning Committee Report:
  - a. Bylaws update: Six years since the last update. Changes were made to bring them up to date with Minnesota's current best practices guidelines for non profits. A motion was made by Sarah Hammers

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- and seconded by Twila Nogowski to do such a review every 5 years, motion passed. Shelly Buddenhagen made a motion to approve the amended Bylaws, seconded by Sarah Hammers, motion passed.
- b. Board Responsibilities: Bulk of the duties are already in place only small changes in language and grammar needed. Discussion held and it clarified that these are recommendations and non mandatory guidelines. Motion made to approve the amended Board Responsibilities by Jon Hegerle and seconded by Twila Nogowski, motion passed.
  - c. 18's Early Signing Period: Opened up for discussion, input sought from areas that have it in place. Need for a clear definition of 18's Player and who benefits from it in order to make final decision. Proposal to send back to Strategic Committee and have them pole region's club directors and report back at the December meeting. Judy Praska is stepping down as Strategic Planning Committee chair due to upcoming additional work load but will continue to serve on the board. Two new members need to be appointed and committee will meet after board is set and elects a new chair. Goal of committee will be to look to the future and develop a 10 year plan.

### 5. Executive Directors Report:

- a. Survey Results: 1st time such a survey was done. 92% satisfaction from the 104 club directors who responded. Customer service is NCR's strength. Concerns were online registration and officiating clinics.
- b. Online registration. Demo was presented and board was walked through a club director's registration process. There are provisions for editing and players can log in without a team code. Should be up and running in September. Future capabilities will be tournament registrations.
- c. **Officials:** Online officiating clinics ran smooth this year. Reduced number of in-person clinics requested. All Clinics will offer a two year cycle so no need to take it every year. Clinic will notify individual which courses remain to be completed. No new rules this season. Paid officials had 16 possible dates to ref this year. Officials received a \$3,000 grant to grow the officials numbers.  
**Adults:** Received \$4,000.00 in grant money from USAV to use for skills clinics. All Adult events are going well. Anticipate that adult participation will go up as the Adult National Tournament will be here next year. NCR has partnered with Champions Hall in Eden Prairie for Friday night events.  
**Boys:** Down this year overall, but the in house program going well. The showcase tournament has had good response especially from outstate teams.  
**Girls:** Down this year but explained by the fact Wisconsin teams were lost to the Badger Region, and Teams in South Dakota went JVA but they tend to return after one year. Area Championships

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- down due to the Northern Lights Qualifier being held the same weekend, and Wisconsin teams were not eligible to enter.
- d. Report from National Meeting: With the Olympics this Summer NBC will have a Gold Map that will allow viewers to click and find a volleyball region nearest to them. Safe Sport is a required course for all coaches. It is included in our Impact Training so anyone taking it from now on will be certified. Those not certified can take an online 90 minute course starting the 2016-2017 season. SafeSport will be required of all adults working with junior if attending Junior Nationals or Qualifiers for the 2016-17 season. All adults working with junior programs will need to be SafeSport certified in the 2017-18 season. USAV Transgender Policy on hold for now. Regions should follow individual state's laws. There will be a single date for the 18's National tournament and that will be early. The place & time is yet to be determined. USAV hopes to have an app for the Rule book next year. One board member could attend the AVCA Convention in December if someone desires. Trademark Logo "Volleyball for Life" is now owned by NCR.

6. New Business: Non Profit Council Membership (\$600.00 Per Year) offers symposiums that Board members/NCR Staff can take for free for Region's benefit. Founders Award went to Ted Fleener and Meritorious Service to Melanie Smith. Dates for Presidents Festival next year will be February 11-12 for the 11-14's Divisions and February 18-19th for 15-18's Divisions. With the Nationals located in Minneapolis the Summer of 2017 our Bid Tournaments expect high interest so 18's will be held March 12th, 12's-14's held March 17-18th and 15's-17's March 25-26th. Area Championships will be held April 29-30th. It was noted that Judy Praska was awarded the Dr. Neville A."Doc" Booth Commissioners Award for outstanding service and leadership to USA Volleyball as Commissioner of the North Country Region Volleyball for 17 years.

7. Next Meeting December 4th 2016 at 9:00 AM

Motion to Adjourn made by Sarah Hammers, seconded by Jon Hegerle. Meeting adjourned 11:20 AM

After Adjournment Board only met and adjourned at 12:23 PM

Respectfully Submitted by Shannon Shaughnessy

***Electronically approved August 23, 2016***