



## **VIKINGS VOLLEYBALL BOARD MEETING –June 23, 2014**

Board Members attending: Jon Siseman, Micki Husnik, Maureen Fourre, Rick Weispfennig, , Jen Hedberg, Karen Johnson, Mandi Bombard, Kelly Coleman, Jan Bernier, Mike Selbitschka

Board Member(s) absent: Kelly Coleman completed term, Scott Hadrava;

Reviewed and approved April 7, 2014 board meeting minutes with changes discussed.  
Motion for approval Rick, Mandi seconded, all in favor aye, motion passed.  
Karen suggested we keep a running to do list.

### **Program Director**-Jon Siseman

General elections: Pam Gladitsch, parent of former 13 player is interested in joining the board. Jon spoke with her on the phone. She is willing to be Web Coordinator. She has some experience in websites, and it would be good to have new people come on board to start learning. Maureen nominated Pam to take the position of Web Coordinator, Mandi seconded, all in favor aye. Motion passed.

Jan Bernier has interest in sports director. Rick is still interested. Ricks position has the most meeting commitments. Jon suggested splitting the position. One side as community sports director, one as coaching sports director. It is hard to do both. We can talk about the formalities at next meeting.

Jan has an 8 year old, she is a lawyer by day, she negotiates a lot in her job. She thinks this is the best fit for her given what she is good at, organization and negotiation. She feels the program is very impressive. She has coaching experience and playing experience. Her and her husband coach daughter s softball and soccer. Someday her daughter may play JO.

Micki motioned to nominate Jan for sports director, splitting position. Jen seconded. Voted, all in favor, motion passed.

Jen thinks this is a good idea, lots of coaches had questions last year and it will be good to have a go to person.

Reminded all board members of confidentiality.

Jon continued:

1. Need discussion and more information on electronic registration for athletes next year. May make less work for club and allow families more payment options but at what cost to us? Delegate to new position member.
2. Season end survey. Participation was better than LY but not strong. No pointed changes based on feedback other than what we have already identified. Only about 24 responses.
3. Discussion on board member recruitment and retention. How are we going to make sure this program continues when we move on?
4. Need someone to take charge and write a paragraph on coach expectations that can be added to their contract. Mike took this on. Need an Update.
5. Fond Farewell to Kelly Coleman. You will be missed. Thanks for giving our club a great start and leaving us with the coolest web-site in the community.
6. Goals for 2014/15 Season.
  - A. Work toward a banking goal of having a minimum balance of \$8000 at any given time. We need to separate ourselves from the NBCA as Carol Baumann will be retiring shortly. \$8000 is necessary to write a check for uniforms before all payments have been made by athletes.
  - B. Proper insurance for 2104/15 season. We haven't had this correct since our inception and have been lucky so far.
  - C. Successful youth Community Ed Program
  - D. Purchase of equipment for the better of our club and the partnership with the HS program.
  - E. Pay coaches more while keeping tuition low.
  - F. Recruitment and retention of coaches for club stability and long term success.
  - G. Strong fundraiser and tournament program to keep tuition low while recruiting better coaches for the program.
  - H. Schedule younger teams at earlier times during season.
  - I. Uniforms for MS Teams
  - J. Work toward electronic registration for 2015 season
  - K.
7. Scheduling looks better for 2014/15 with 5 day school week and half hour earlier access to gyms. Community Ed has committed to younger teams being allowed to draw first for practice times during Gym sign up night. CE suggested we have more people show up so basketball can see how many teams we have. Basketball took several courts they did not use.
  - A. Look at calendar and schedule major dates for our program. Sign-Ups, Tryouts, Parent meeting, and season start.
8. Equipment purchase for 2014 before school season starts. 30 more balls of silver/blue/white color. Need not be Baden Perfection balls this time to save some money. Spike trainer on stand. 12 more Volley-Lites to use for CE Fall league. There may be more equipment purchased for our season start but these things will be helpful in our partnership with the school program.
9. Had meeting with Community Ed on logistics of having a fall under 12 rec volleyball program. They will be very helpful if we move forward. Looks to be on Mondays from 6:30 to 8pm starting Sept 29<sup>th</sup> and ending Nov 3<sup>rd</sup>. We purchase needed equipment and they will purchase shirts and medals. Very low cost with Volunteer coaches. 4 teams total with up to 12 kids on a team. Looking for coordinator of this program. Our logo will be on the shirts. Like to have HS athletes come and help coach or clinic one night. Also have night where the young athletes get in free to HS game and are recognized during Varsity break.
10. We need a new tri-fold flyer. Anyone know a graphic designer that works cheap. Brought up last month. Need update.
11. We need to revise our window sticker for next year. Anyone know a graphic designer with Vinyl experience that works cheap? Old business. Need update.
12. We need to have a pin made with our Logo. Anyone up for the challenge. Present the board with some choices and quotes.

13. Coaches meeting and equipment turn in on April 14<sup>th</sup>. Had some helpful feedback from coaches. Better ball carts for travel to tournaments. Coaches would also like video library of examples on how we want fundamentals thought to the athletes. 12's want more tournaments and would really like to be in our home Vikings Classic.
14. JO Volleyball Bus to Nationals in MPLS. Loked into this from several aspects. We will not sponsor a bus to the cities. It's all about insurance and liability when we start transporting under 18 kids without their parents.

We are losing coaches and some at higher level. We need to start recruiting and hiring now. I'd like to plan for eight teams and make adjustments from that point.

### **Volleyball Advisor** – Mike Selbitschka

Mike

Met with Brett and Ryan.

Jerseys for all middle school players. School has paid for.

If we know of any coaches for middle school let him know. Only 1 coming back.

Mike's wish list, Ryan is quoting. Student activity fund have to use on girls, they fundraised.

Carts are cumbersome, could go down to middle school, they need more.

Water bottles, will let us know cost, they are ordering for high school.

Spike apparatus getting one for high school. Get two, one at high school, one at middle school. Could we get one?

Order less expensive balls for practices.

Two nets coming to high school. Not able to get nets for middle school.

We could get if we want. We will discuss next month.

### **Treasurer**-Micki

As of end of May 11,778.04. going into next season. This includes us paying community bill.

Asked for any outstanding reimbursements.

Chiropractor's secretary's daughter is coach at at Gustavus. Free one to two hour clinic august 23<sup>rd</sup>, at her parent's lake home in Rush Lake.

Gustavus players and coaches hold the clinic, any age group, youth intermediate or high school.

Aug 23 is a Saturday.

Jon asked how we would present it.

Micki said it is hosted by Gustavus as a project for community service.

Jon asked if there is a liability waiver? Insurance?

Micki will check and get back.

Would be for 12/13 14s incoming. 5, 6, 7<sup>th</sup> graders.

See if required to do on their property or could they do at our gym?.

Jon asked if we are okay with liability issues, do we have any other issues with it. Would like one of our coaches go too. Micki should send information out to us all.. Comment on if needed from there.

### **Sports Director** Rick

Went to Gopher clinic for coaches. Jamboree for all sports

Volleyball coach put on 3 hour seminar. Good information came out of it.  
They asked for any suggestions, Rick said to detail more what it is so more people come.  
Rick had gotten email from a person he worked with for kids clinics.  
They offer lessons in summer, tutoring. Rick get her email and give to club so information goes to director.  
Give NBAAA email to them too.

Concussion training, Rick knocked out at game . Chad came over, did testing so the training is a good experience.

Rick asked NCR about coaching clinic, we just need to give them a date for impact certification.

### **Volunteer/Fundraising** - Mandi

Papa Murphys cards had 400, finally got taken care of. Dropped them off on Friday should get a check.  
Jon will cards change next year? Mandi wasn't sure, she will check.

Brat stand available Sept 20, 21<sup>st</sup>. Saturday and Sunday.

Rec night dates: we are not in the rotation, but may be able to get one that someone doesn't want.

Mandi in contact with Dickies to solidify date.

### **Uniform/Merchandise**-Karen

Middle school season starts two weeks before school starts. I will coordinate an e flyer sale to help supply basic items plus a couple of fan wear items.

I will look at Prism to see how and what they can offer. Prism does some supplying for other local teams and has expressed interest in working with us. The main concern will be a quick turnaround for any screen printed items and overall cost for us to purchase items at. I will also check with Universal Athletic who did our uniforms last year. The last two years Midwest Volleyball warehouse has supplied items for the middle school sales.

The middle school sale will be small, roughly 6-8 items.

Jon inquired about checking into what the college players are wearing these days and perhaps follow suit when ordering the uniforms for JO season. Overall, with our using a two year warm up and this being the second year, the cost this year should be greatly reduced.

### **Scheduling**-Jen

Starting to make list of things need to schedule.

### **Website Coordinator**-Kelly

Karen asked if Pam will look at online registration. Yes, will probably not happen this year.  
The cost to enable website to accept payment is high.

## **OTHER**

Open positions:

Uniform/Merchandise Coordinator: Jen nominated Karen, Mandi seconded, voted, all approved.

Fundraising Coordinator: Jen nominated Mandi, Karen seconded, Voted, all approved.

Secretary: Rick nominated Maureen, Jen seconded, voted, all approved.

Jon let Mike know that we are splitting our sports director position. Mike likes that we will have a community side, and coaching side. Lot of things Rick can put more effort into, like the UofM. Jan can deal directly with coaches.

Community Director and Sports Director.  
Voted today making the split.

*Action item: to define sports director and coach director duties.*

Jon would like to see a business pay for a scholarship for a couple of girls.  
Jan suggested a Dentist in North Branch to sponsor

Rick asked what we do if sponsor wants their name on tshirts.  
Could we get more revenue putting name on jerseys?.

Jon In April we talked about increasing coach salaries. We should define them tonight.  
Last year \$1000 for coaches and \$500 for assistants.  
Forest Lake spends 80% of their budget for coaches.

How do we attract and recruit coaches, pay enough to retain, and not increase tuition?  
Last year we gave each player a \$30 credit from our funds to keep costs low..  
Karen: if we pay similar to communities around us, don't need to increase every year.  
People are starting to realize the value they are getting.

Mike suggestion – good to have numbers to start listed above, for 2<sup>nd</sup> year \$1250/\$600 and 3<sup>rd</sup> go up to \$1500/\$750? Board's discretion after that. A good assistant is almost as good as head coach.  
Jon asked if starting as a year one coach, do we base on experience. Board determines qualifications and experience. .  
Jon: do all teams pay at same level. Yes, if paying more due to valued experience, take out of money in bank.

Karen motioned for approval of pay system, Mandi seconded, all approved.

Karen asked what are we looking for coaches, plan for 8 teams. Probably not 18s, 1-12s 2-13s 2-14s 1-15 1 16/-17

14s Mike 14,  
15s Jon 15,  
16/17s Rick somewhere 16/17?  
Jan  
Chad and Sarah  
Scott-Assistant  
Brenda  
Micki reached out to Haley Lange, possibility

Larry Brodine – Micki talked to, was coach.

ECFE/K – teacher-Kelly Lines, Mike will followup

**GOALS:**

- Keep a minimum balance \$8,000 at any time. End of season.
- Carol Bauman will be retiring. Will have to go into our own open sub account banking. Now we have shared acct, basketball, baseball, etc. If we need to write a check funds will be there, but if on our own, we'll need to have our own money ahead of ordering uniforms, etc.
- Proper insurance for next season. Could copy basketball
- Successful youth Community Ed Program: 3<sup>rd</sup> and 4th grade, 5<sup>th</sup>,6<sup>th</sup> . Start sept 29 through Nov 3.
- Thinking Monday nights, for 6 weeks, 6:30-8:00. Volunteer coaches. We buy equipment. Need 12 vollelylite balls. Community Ed pays for and handles tshirts. Four teams. Large gym middle school. Wrote blurb for Community Ed booklet, and description for fall brochure. Possibly varsity girls come over. Maybe give free entrance of players to high school game. At home games, recognize kids. Purchase equipment for better of club and partnership with high school – more balls, etc.
- Pay coaches more
- Recruitment of board members and retention for stability and long term success. Out of 110 parents only 2 new ones decide to participate. Rick suggested at sign up meeting to say that someone will need to step up. Mike agrees, put on form options for volunteering, so they have to check something to help. Jan suggested putting a box: Would you consider coaching or be a part of the board? Karen and Mandi have someone they think would be good to groom for Mandi's position. Maybe approach people in person.
- Strong fundraiser/tournament program for coach retention.
- Schedule younger times at earlier times for practice. Jon worked with community ed over summer. Allow younger teams to schedule before the older teams. 13s and under.
- Should get into gyms half hour earlier. 7:00 at high school. Joan doesn't think they get the message how big our program is. They are told we are scheduling for 7 teams. Have board members or coaches show up at gym sign up night middle of September.
- Uniforms at middle school
- Working toward electronic registrations.

Jen asked about sunrise school gym. Will it be available for practices. There are standards at high school.

*Action item: Follow up on equipment for Sunrise gym.*

Jon schedule for Nov to first of April.

Earliest to start season practices November 16<sup>th</sup>(sun)

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**Important Dates**

11-16	Season starts Nov 16 <sup>th</sup> Sun
10-13	Sign up Oct 13th
11-09	Tryouts November 9 <sup>th</sup> 15-17
11-02	Tryouts for 12-14s Nov 2nd
11-13	Parent Meeting Nov 13 <sup>th</sup>

11-16 First week practice Nov 16<sup>th</sup>.

Spring Break March 28 thru April 6

3-21,22 Vikings Classic March 21, 22

3-26 End on March 26th

Coach can add another tournament optional

Mandi motioned, and Karen seconded, season ends March 26<sup>th</sup>.

All approved

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Jon Survey results 24 total posted, . out of 70 kids, plus parents.

Jon said scheduling looks better with 5 day week.

Equipment to get: 30 more balls, spike trainer on stand and at least 12 volley lites.

Feedback from coaches is the carts don't travel well.

Jen asked about getting water bottle carriers.

Still need brochure for community ed rack.

Window stickers-Rick working on

How about Pins that say Viking volleyball.

Coaches met April 14<sup>th</sup>, turned in equipment, feedback. Talked about video library of examples.

Link on website.

12s would like to have more tournaments less play dates

JO Volleyball bus to nationals?. Liability, even if permission slips, difficulty and liability.

Nationals June 26<sup>th</sup> thru July 2<sup>nd</sup> or 3<sup>rd</sup>. can't do this time.

Jen volleyball camp sign ups so far mike thinks over 80 kids.

Jon will call Community Ed, we put \$700+ in fund for volleyball equipment.

Machine so efficient, maybe invest in one for middle school.

Look at who is here and lack of people to step up. Best program in town. Other people notice. How do we guarantee that this continues. Need to have something to incentivize. No one stepping up.

Possibly money off of tuition or dollar amount.

Meeting adjourned.

Next meeting, July 28<sup>th</sup>, 6:30, location Don Julios.