

**VIKINGS VOLLEYBALL BOARD MEETING – November 16, 2016**

Board Members in Attendance:

* Jan Bernier, Director (E)
* Gina Dufeck, Volunteer/Fundraising (O)
* Michelle Kent, Secretary (E)
* Karen Johnson, Uniform Coordinator (O)
* Scott Hadrava, Assistant Director (O)
* Deb Robinson, Scheduling (E)
* Micki Husnik, Treasurer (O)
* Mandi Bombard, Volunteer (O)
* Pam Gladitsch, Website Coordinator (E)
* Shannon Schmeling, Merchandise Coordinator (O)
* Rick Weispfennig, Community Sports Director (E)
* Mike Selbitschka, Volleyball Advisor

**Volunteer Coordinator – Mandi Bombard/Gina Dufeck**

**Fundraising Coordinator – Gina Dufeck/Mandi Bombard**

**Assistant Director** – Scott Hadrava

**Coaching Sports Director** - vacant

**Community Sports Director** – Rick Weispfennig

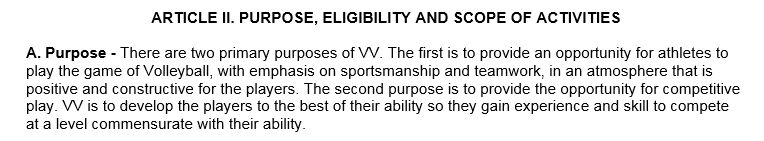
**Director** – Jan Bernier

Tryouts:

* Team Selection
  + Software worked wonderfully
  + Took many hours to determine teams
    - Goals of the organization is to be competitive and so people can play – need balance and transparency
    - Recommendations and what we learned:
      * Scott requested that more variation in scoring (1-10 vs. 1-5)
      * Keeping number in number order
      * Internet issues within the high school
      * Cloud based – saves as scores are loaded

**Discussions regarding how the teams were selected**:

* Deb asked why there weren’t two 17 teams?
  + There are 2 - 17s teams.
    - The girls ages 15 to 17 were sorted by score due to the need to fill positions and to avoid for example, 6 liberos being on a single team.
* Deb asked – “Why wasn’t the board involved in deciding the teams?”
  + Micki stated that she suggested that Jan, Mike and Karen (no child involvement) create the teams since the majority of the board have children trying out.
  + Mike stated that the evaluations are the best with time constraints, put together for the reason for the high school, build the program, locally, to feed the high school program, because of the program – reason we went to state. Only involve our community, maximize the kids, learn, engage in a sport, as levels continue to go up, team work, competitive, etc. the 12s beginning – no idea what they are, who they are, whose got siblings in the program. What can they do? Do we have the prefect system – no, but, we do have the students who have earned the right to participate. 12s learning the game of volleyball, 13 and up, there is an absolutely earned spots and best opportunity to be successful. Specific skills. It’s not fair to put kids on a team that is not competitive. Need to give opportunities at higher level.
* Guest asked, “If we think we have done that?”
  + Mike answered stating, “yes, during the school year and the JO Season”
* Guest – Others not going out for school ball because it is not fair. Politics. Winning is not everything. Go out and give it your best, play as a team.
  + Mike –stated that he expects kids to give 100%. It’s not about playing, life lessons, opportunities, who is and who is not playing on the court. High School level, is not community Ed. Has to be competitive at the JO level. Six spots on a volleyball court. No equal playing time.
* Deb stated this is JO, not school ball.
  + Jan said we are trying to be a competitive program
    - Are we competitive? Yes – by the age of 14/15s we want to be competitive, play in the big tournaments. We want to be elite. It is a goal of the club.
    - Scott – we need to be competitive
* Deb stated that we need to state the ‘goal of the club’ on website so all are aware of expectations
  + Scott – girls, companionship, create
  + Jan – don’t disagree, transparency is also a goal, teams were sorted to the top by score
* Deb asked, “How did the varsity team get to be on the top score?”
  + Karen stated that they didn’t just take into account scores, they had to take into account team position, balance out the teams – blend of kids, court sense, vertical height and reach, coach input, etc.
  + Need to recognize that these kids did just finish a long season, they had been playing for a long time, their skills were current.
* Deb asked which coaches were consulted?
  + Jan said that the 17s coaches had some concerns about outside hitting
  + Ron Trunk was asked for input on – 15s – two kids scored exactly the same - needed to split them, one on upper team; one on lower team, asked Ron for input on variables, not just skills, team player, potential, etc.
  + Karen – tried to make teams that will be able to have playing time, grow in the sport,
    - It was very hard
    - Difficult and a lot of debate
    - Took six hours (back-n-forth with each other).
    - Tried to be as fair as we could
* Mike- read Bi-laws:



* Rick – rebuttal – worked to together as a board – if we had stated that it would have been at 15-17 years old.
  + Mike – this was in age group. We tried to look at coming age groups at every angle – we have never not mixed the 15 -1y year olds.
  + Scott – had to make the calls to the girls who didn’t make it
    - Very difficult because the girls are great kids
* Deb – appeared; didn’t say anything last year
* Mike – not just the skills, there are still other factors to come into play, nervous – off day, shine – not truly how it is, positions that have been played. Not just the high school program, evaluators scored the kids and they were neutral parties – not in the JO or the HS program.
* Jan – scores really showed
* Scott – cut two kids, pine city league, open gym on Monday, weight lifting program –
* Guest – kid didn’t play school ball, Mike had extended summer ball, and she chose not to participate – here because she started out, lacked at the beginning of the volleyball – elite team all knew each other, mis-matched, hard, perception – politics – those who are on the teams by who they knew not just their skills. It does matter. Growth opportunities. Coaches need to be made better. Coach knows game plans, and help each coach out.
* Mike – tough to find coaches, tougher to find good coaches – Need to pay coaches. Trying to find the best that we can and give them more tools to make them better coaches. Can we continue to do better, yes. Understanding the basic skills need to be taught. We feel the same – we want the coaches to be the best and make the best of all teams.
* Scott – Coaching director is open – has been for two years – if you want to join us.
* Jan – all 17s were very encouraging to each other, it was fun to see.
* Mike – there are a ton of volleyball clubs around, just know that there are options. Just because a child hears the word “no” said, it doesn’t mean it is the end all-be-all. We, as adults, also have those learning opportunities.
* Questions throughout the years – have heard that tryouts are not fair. Just wanted to make it sure we were aware.
* Micki – hard for the kids that really try and put forth the efforts. We are also losing some great volunteers/helpers.
* Karen stated she was blown away for the parent’s graciousness and providing constructive criticism.
* Outside – Perception.
* Appreciate time spent
* Kids didn’t go out for school ball. Kid wasn’t going to go out and Deb encouraged her to try out.
* Gina – evaluated process
* Shannon – appreciate asked coaches input (high school)
* Add to agenda for next year:
  + What language should be used for tryouts?
  + What about position tryouts?
  + What is the best way to give the older kids the position and how do we do this?
* Jan suggested that next year, that the younger kids trying out do not need seven factors
* Additional Communication – Flyers at middle school, electronic board notifications

## Vikings Classic

* 12s – middle school
* 13 – 18 – high school
* We had 44 teams last year.
* Rick – Suggestion - Regular officials for the championship game (neutral party)
* Do we need/want a Trainer at tournament.
  + Mike – normal size tournaments – not usually trainer at – not at this time, liability?
  + Pam – Urgent care is now available in town.

Parent night:

* Start time – what time?
  + Email out that meeting is moving to 7:30 pm
    - Uniform sizing at 6:00 pm – if you need a new one, or want to a new one
    - Keeping last year’s uniform
* Micki – projector and microphone
  + Laminated checks to be made out to Vikings Volleyball
  + Payment plans
* Coaches

**Treasurer** – Micki Husnik

Micki – Balance information

Community Ed

Tryout fees (non-refundable)

Deposit -- $250 first payment, rest due in January

Discussed tiered amounts for the different age groups:

* 12s team - $550 (6 tournaments)
* 13s - $715 (5 and President’s Day)
* 14s - $825 (5 and President’s Day)
* 15s -$925 (5 and President’s Day)
* 16s - $925 (5 and President’s Day)
* 17s - $1,025 (5 and President’s Day)

Board approved tiered money amounts for the coming year.

Rick – if a team goes to the national qualifier – should we pay for it?

Scott – no – eliminate favoritism; parents pay the extra for this.

**Scheduling**- Deb Robinson

**Secretary** – Michelle Kent

Waiting for approval of the draft meeting minutes.

**Uniform Coordinator** – Karen Johnson

* Jerseys, warm up, tshirts available at parent’s night
* Fanwear is ready
  + Sales closes on the 30th – ship in 4 weeks.
* Input at parent meeting (second sale) – Mike – voted no
* Libero jerseys need to be returned – what is the plan? – move forward and libero is a team jersey and must be given back for future seasons. (1 and 11 are the libero numbers) – needs to be addressed every year. Mike – suggested purchasing a bunch in all sizes. Mike – suggests black, white is a hard to clean, grey could be also be an option.
* Coaching uniform – keep last year, what is the budget and have to be ready to go by November 23? Mike – returning coaches, pick warmups or t-shirts (cost?) – new coaches – t-shirts and jackets.
* Pam – coaches should have a warm-up jacket – looks professional

## Coaches

* 12 Red – Jan and Bob
* 12 Black – Cassie Cosgrove/Jess Aho
* 12 White – Fran and Karen
* 13 Red – Tammy and Kindra
* 13 Black – Kia Fairbanks and Andrea
* 14 Red – Brenda Schulte and Lisa Fortuna
* 14 Black – Rick and Abby Weispfennig
* 15 Red – Mike Schelbitscka and Chris Dufeck
* 15 Black – Bob and Kim Olson
* 16 Red – need coach
* 17 Red – Abby Moon and Scott Hadrava
* 17 Red – Kirsten and Theresa Benedict
* Pam – what is going to happen with the teams that have the same jersey numbers?
  + We will absorb that cost, oldest girl gets the number
* Orders will be placed on November 23!
* Vote: Coaches uniform budget
  + $50/$100 – returning coaches;
  + $100/$200 – new coaches
* Board – ¼ zip – graphite gray – long sleeve, Under Armour proposed
  + Michelle motioned, Micki second – approved.

**Merchandise Coordinator** – Shannon Schmeling

**Volleyball Advisor** – Mike Selbitschka

No updates

**Website Coordinator** – Pam Gladitsch

No updates –

**OTHER**:

Rick:

Rec night volunteers – March 10

North Branch Hockey merged with St. Francis – Northern Edge

Scoreboard – paid! Yeah!

Dibbs – like and keep

Volunteer Opportunities:

* Grocery bagging – December 17
* Rec Night – March 10

Fundraising:

* Papa Murphy’s cards – come to 218
* DQ cards – North Branch and St. Croix Falls
* Candy bars - $1/each; 100 cases (60 in a case). Each box (1/2 caramel, almond, chocolate) – pay up front
  + Order 25 more boxes

Scott – thank you for all that everyone does for this organization. Contributions to the program have been 3 Helgas, hitting machine, 111 kids participating in the program.

Mike – Not a community ed program – builds high school team. Earn spots. Part of a team.

Scott – so happy that we have moved the practice to start in January.

Jan/Mike will plan a coaches meeting.

Next meeting December 14, 2016: 6:30 at Legion. Call and schedule room.

Meeting adjourned.