



WISCONSIN ASSOCIATION of CHEER & POM COACHES

Board of Directors


Members: Alger, Anderson, Barrett, Boivin, Bruins, Buchholz, Bump, DeBruin, Franklin, Gerdman, Greenwald, Hittman, Johnson, LaVelle, Luedtke, Mittelstaedt, Nielsen, Shaw, Vernezze, Wakefield, Ward, Wolfe,

WACPC Mission Statement: Educate, Motivate, Collaborate & Celebrate

WACPC MEETING NORMS

TIME	LISTENING	CONFIDENTIALITY	DECISION MAKING	PARTICIPATION	EXPECTATIONS
-Utilize parking lot to stay on time/topic -Limit personal storytelling	-Listen to understand not to respond -Listen to what's being said and not how -Limit interruption	-Use when appropriate -Present as one committee - an individual's votes/opinions should not be shared	-Make decisions based on what's best for most - Maintain decision stance at least until the following year	-Be an active member (i.e. educate self, attendance, preparation) -Follow up on assigned duties	-Be prepared ahead of time -Ask questions in advance if possible via Facebook committee group

Meeting procedures

- Keep comments pertinent, avoid repetition
- No computer/phone use during discussions, focus on topics at hand, use internet computer etc. only when researching info pertinent to the discussion
- Email info@wacpc.com and president@wacpc.com if you cannot attend meetings.
-  2024-2025 WACPC BOD Info and Committee Assignments.xlsx

:4/6/25

Present:Alger, Anderson, Barrett, Boivin, Bruins, Buchholz, DeBruin, Franklin, Greenwald, Hittman, Johnson, LaVelle, Luedtke, Mittelstaedt, Nielsen, Shaw, Vernezze, Wakefield, Ward, Wolfe,

Absent: Bump, Gerdman, LaVelle,

- I. **Call to Order: 11:35A**
- II. **Additions to the Agenda / New Business**
 - A. **JEM Fall Conference**
- III. **President's Report**
- IV. **Secretary's Report**
 - A. **Approve previous minutes (linked below in rolling agenda)**
 1. 11/24, 1/5, 3/19
 2. Motion to approve, Greenwald, Wolfe seconds, all in favor, motion carried
- V. **Treasurer's Report**
 - A. Balances
 1. Checking \$131,768.50
 2. Electronic Account \$526,073.25
 3. Savings \$150,042.49

- B. Stipends/Outstanding Payments
 - 1. Need to confirm committee- related stipends
 - 2. If you have a claim, confirm with Lindsey
- C. Still reconciling events, will share full financial report, close to 800k in accounts
- D. Insurance claim- damage at cheer state venue, used tape provided by host school AD
 - 1. Damage to paint and indentations on floor from megaphones
 - 2. Estimate and photos- submitted to insurance to start process, over 100k

VI. Dance Committee:

- 1. Survey results and key takeaways
- 2. JEM- venue, rotation and medals, staying at Kimberly if the date is available
- 3. Regionals- moved to Jan 24, added additional week between regionals and state
 - a) Discussed future three region model
 - b) Voted on grey zone update
 - c) Constant challenge is worker availability
 - d) Staying with 2 regions for 2026
- 4. Committee delegated to review All-State
- 5. State- all of pom going on Friday, all opens on Saturday
- 6. Removed min kick requirement
- 7. Concerns over lack of WACPC workers

VII. Cheer Committee:

- A. Looking into new venue for state and JEM
 - 1. JEM- portage HS, central location, bigger space, continuing to use Hartford Union for prelims
 - 2. Bay Port also shared interest in hosting
 - 3. Division splits
 - a) Set subdivisions for all-girl, traditional, non-tumble
 - b) 5-11 small, 12-15 med, 16+ large
 - c) Reinstating merge rule, 3 or less merges with closest division of like sized teams
 - d) Decided to eliminate cheer dance division due to survey results, 13 teams competed in this division, not taking away main routines
 - e) Reviewing college division
 - f)

VIII. Operations Committee Reports

A. Constitution/Handbook

- 1. Met to talk about if there are outside roles to create to help BOD
 - a) Marketing intern
 - b) Macy working on JD
 - c) Organize drive, website organization, photo sharing,
- 2. Working on BOD handbook
 - a) Started last year
 - b) Help with new BOD members onboarding process and expectations
 - c) Job descriptions for execs to clarify roles and responsibilities for individuals running
 - (1) Help with creating new roles and identifying overlap

B. Finance

- 1. Have been questions around balances and how funds are used
- 2. Started conversation about relationship with a financial advisor who works with non profit organizations to help guide organization while making sure our decisions are sustainable
- 3. Reviewing five different companies

4. Recommendation is that we explore a partnership with Annex Wealth Management,
 - a) Complimentary consultation
 - b) Will be able to get several different scenarios for sustainability planning
 - c) Can also dig into sport specific funds and scholarships, etc
 - d) Employment
 - e) Flexible meetings- in person and virtual
 - f) Flat fee company with tiered systems, not commission based
 - g) Will also work with our current accountant, doesn't hold the money themselves, only work as advisor via outside custodians
 - h) Five WI locations
 - i) Current BOD committee members are not part of the financial side of this company (marketing and IT), no personal gain or benefit
 - j) Could get a meeting set up within a week to report back by May 1.
5. As amount in our accounts continues to increase, we can get information ahead of our budgeting time
6. Nielsen moves we explore partnership with Annex Wealth Management, seconded by Johnson, all in favor, motion carries
7. Started to brainstorm what we might be interested in
 - a) Event coordinator
 - b) Admin
 - c) Marketing intern
 - d) Scholarship fund
8. Send suggestions for Registration by April 15

C. Membership

1. 597 registered members plus judges who registered in addition
2. Last year was a little more than 600

D. Standards & Compliance Committee

1. Local concerns redirected to local event directors
2. Have not been contacting every individual when complaints are received depending on nature of complaint
3. Have contacted every person who submitted a complaint, not accepting anonymous complaints
4. All submissions are tracked, if concern is sent more than twice they are brought to committee
5. ADs have been appreciative of opportunity to handle complaints first
6. Establishing decision tree/flow chart
7. Established eligibility criteria for transfers
8. Other eligibility criteria for review- recruitment, amateur status/dual training
9. Alger moves that we do not universally adapt WIAA policies and will handle policy on a case by case basis. We may use WIAA policy as guidance. Boivin seconds.
 - a) Discussion- acknowledging that we do not follow every outside policy
 - b) Moving forward will not link other organization's policies
10. Subcommittee will work through policy to confirm what needs to be adapted vs not relevant to our org

IX. Communications

- A. Discussed need for social media position
 1. Intern or social media coordinator hired
 2. Need for consistent content

3. Macy to work on JD
4. YIR in progress, content from Empire
 - a) Should be done by end of Month
 - b) Was shared digitally starting in 2019
 - c) Discuss, budget for member mailing of hard copy with hard copies
 - d) G3- seven candids sent per team , they decide on final pictures selected
5. Rollout on branding
 - a) Marley, mats, stadium chairs for long-term investing
 - b) Stationary and letterhead, forms
 - c) Review old pieces from storage

X. Recognition Report

- A. Updating all SOPs/timelines
- B. COY
 1. Emailed parents from rosters to drive nominations
 2. Received more nominations than ever
 3. Continuing this practice going forward
- C. HOF
 1. Applications have been due month before HOF
 2. Year-round applications
 3. Inducting too many people? Recognition lunch gets long at conference
 4. Hope is to notify recipients earlier
 5. Procedure if we do not have a nominee worth of recognizing
- D. Scholarships
 1. Reviewed 157 submissions
 2. Recommending 23 \$1000 scholarships
 3. 6 cheer, 16 dance, 1 cheer/dance
 4. Consider adding verbiage around AI
 5. Debruin moves that we award 23 scholarships at \$1000 per 2025 recognition scholarship spreadsheet. Hittman seconds, All in favor, motion passes
 6. We do not notify ahead of time- communication is sent to school counselor with intent to attend school's scholarship night to present
 7. Will add a sign-up and script in Band
 8. Feedback link sent to reviewers
- E. Sportsmanship
 1. 157 sportsmanship submissions, many self-nominations
 2. Last year we only had about 30 viable
 3. Narrowed down to top 2 per sport
 4. Nominations shared and accepted
- F. Scholar Athlete
 1. Pin needs update (will find previous vendor)
 2. Needs better submission process
- G. All-State Performance
 1. Rooms and ballroom are reserved
 2. Mats are reserved
 3. Sending form to communications to get this out
 4. Need to discuss choreographers, COY as potential coaches
 5. We only have dance form responses, 38
 6. Reach out to Carrie with interest
 7. Fundraising-
 - a) Expectation is min goal of \$300 per athlete
 - b) Budgeted \$12,000 to cover projected amount for this year
 - c) Ballroom and mat transportation are free
 - d) Costs to us– meals, uniforms,

- e) Will need to know interest by
- f) Hoping for min of 4 wacpc workers,
- g) June 24-26
- h) Day 1 has biggest need

XI. New Business

A. JEM Fall Conference

- 1. Date options are either Oct 4 or 11th pending availability
- 2. Recommendation is to look into Oshkosh/Appleton area, need a larger venue,
- 3. One day event, \$75, five classes + lunch
- 4. Will start planning once new committee is established
- 5. Ward moves to host JEM fall conference, Greenwald seconds, motion passes

B. Elections

1. **President**

- a) Nomination, Renee Buchholz
- b) Carrienne Barrette nominates Ryan Mittlestaedt, Boivin seconds
- c) Hittman nominates Jim Ward, Nielsen seconds
- d) Ryan M elected president

2. **Treasurer**

- a) Franklin nominated Alger, Greenwald seconds,
- b) Alger elected treasurer, all in favor

3. **Secretary**

- a) Alger nominates Megan Franklin, Anderson seconds
- b) Greenwald nominates Hayley Wolfe, Johnson seconds
- c) Vote scheduled for Monday, April 21st at 7pm

XII. Adjournment

- A. Johnson moves to adjourn at 4:35, Shaw seconds

Future Meeting Dates ([Calendar View](#))

<input checked="" type="checkbox"/>	August 4, 2024	11am-4pm	BOD/Committee Meetings	In Person	Portage
<input checked="" type="checkbox"/>	August 12, 2024	7-9pm	Districts 1/5/6 Meeting	Virtual	
<input checked="" type="checkbox"/>	August 13, 2024	7-9pm	Districts 2/3 Meeting	Virtual	
<input checked="" type="checkbox"/>	August 14, 2024	7-9pm	District 4 Meeting	Virtual	
<input checked="" type="checkbox"/>	September 15, 2024		BOD Email Update	Email	
<input checked="" type="checkbox"/>	October 6, 2024	Time TBD	BOD/Committee Meetings	In Person	TBD
<input checked="" type="checkbox"/>	November 15-17, 2024		Fall Conference	WI Dells	
<input checked="" type="checkbox"/>	November 24, 2024		BOD Meeting	Virtual	
<input checked="" type="checkbox"/>	December 10, 2024		BOD Email Update	Email	
<input checked="" type="checkbox"/>	January 5, 2025		BOD Special meeting to vote	Virtual	
<input checked="" type="checkbox"/>	January 11, 2025		JEM Cheer	East Troy HS	
<input checked="" type="checkbox"/>	January 18, 2025		JEM Dance	Kimberly HS	
<input checked="" type="checkbox"/>	January 25, 2025		Dance Regionals	Middleton HS/DC Everest HS	
<input checked="" type="checkbox"/>	January 31-February 1, 2025		Dance State	La Crosse Center	
<input checked="" type="checkbox"/>	February 15, 2024		Cheer Prelims	Hartford Union HS	
<input checked="" type="checkbox"/>	February 22, 2024		Cheer State	Deforest HS	
<input checked="" type="checkbox"/>	April 5-6, 2025		BOD/Committee Meetings	In Person	TBD
<input type="checkbox"/>	May 1, 2025	6pm-8pm	BOD Meeting	Virtual	
<input type="checkbox"/>	May 7, 2024	7-8pm	Districts 1/5/6 Meeting/Election	Virtual	
<input type="checkbox"/>	May 8, 2024	7-8pm	Districts 2/3 Meeting/Election	Virtual	
<input type="checkbox"/>	May 9, 2024	7-8pm	District 4 Meeting/Election	Virtual	
<input type="checkbox"/>	June 5, 2024	6pm-8pm	BOD Meeting	Virtual	
<input type="checkbox"/>	June 23, 2025	6pm-8pm	Joint Committee Meeting	Virtual	