

White Bear JO Volleyball Board Meeting Minutes April 6, 2009

Members Present: Chris Erickson, Kim Bocklund, Rachael Schmieg, Deb Glasgow, Melanie Daniel, Liz Wilcox, Roger Linnel, Brian Teschendorf, Dan Frey.

Treasurer's Report/ Financial Update: Liz distributed the current Income/Expense breakdown dated 4/5/09 for the board's review. Liz stated that all fees have finally been collected and that the remaining expenses include one more series of monthly payments to the coaching staff, and also the club contribution towards the year end team parties. The board discussed the budget carry over balance for next season, potential equipment and miscellaneous expenses prior to fee collection. Liz estimated that \$7,000.00 should be a sufficient carry over balance to cover club expenses prior to fee collection at the player-parent meeting in late November. It appears that we will end the current season very close to that amount. The board agreed with Liz's recommendation.

The board discussed activity fee payment options, dates for deferred payments, requirements and consequences of late or non-payment. It was agreed that the deferred payment option would only be available upon request. Deb made the motion, Roger seconded: **"The payment of fees is due in full on the night of the Player/Parent meeting. If a participating family requests to defer part of their payment, the club will use the following procedure: a minimum payment of 50% of the activity fee is due at the meeting along with a check for the outstanding balance dated no later than January 15th of the following year. The parent is also required to sign a contract. Participating families will be notified two weeks prior to depositing of the second check. Failure of payment will result in the player being removed from further club activities until the remaining balance is received."** The motion passed unanimously and is hereby adopted.

Other Business:

Fundraising Update: Kim Bocklund said that she is waiting to hear back from a couple teams on who will be participating in the "Bagging Fundraiser" at Cub Foods on Good Friday, April 10, 2009 from 2-7:30pm. She will distribute the staffing schedule with 2 hour shifts this Wednesday and Brian will post it on the web site. Proceeds from this event will benefit the entire organization. There had been a question from a parent regarding the allocation of fundraiser funds. Melanie said that it was stated at the Player/Parent meeting last fall that the money raised would go towards maintaining costs/fees for next year. Melanie said that she would respond to the parent.

Proposed Basketball Facility: Dan gave an update on a recent meeting on the proposal by the White Bear Athletic Foundation to build and operate the facility called "The Gym" at S. Campus. Apparently the WBL School board presented too many issues to make the project viable at S. Campus. The Foundation continues to pursue the project and is currently looking for property for the facility. Jim Segermark of the Foundation will continue to update Dan and Rachael on their proposed project.

Player/Parent/Coaching Concerns: Roger and Rachael updated the board on several recent issues. There was discussion on the "coach's code of conduct" and the need to outline disciplinary action. The board suggested a three step disciplinary process when problematic coaching behavior goes beyond the role served by informal reminders. The process would consist of a verbal warning, then a written warning, followed by dismissal. Rachael will review the code of conduct to incorporate some of the more problematic behaviors that have surfaced over the past season, and then have the board review it at our next meeting. There was discussion about including an "Impact Training" requirement as part of the club's expectations of coaches, or

including a more formal review of “appropriate / inappropriate behavior” at the annual coaches meeting. Dan asked about attendance requirements of coaches each month. While coaches need to make sure there was coach coverage no specific requirements are outlined and the board feels that some coaches might be taking advantage of this situation. The board talked about ways to better track attendance. Rachael will also review the job responsibility outline by the next meeting. Chris suggested that we create a “personnel committee” consisting of three board members (Rachael and Roger’s roles would be natural and appropriate fits for this committee) to review and deal with these types of issues.

Rachael inquired about assistance with some of the duties she has as coaching director. The board discussed the possibility of some duties that others could help with or take over. Rachael will break down and identify her duties for review as to what others might assist on.

Website Update: Brian said that he feels that the website is working well. He said that while the registration process goes well there are some difficulties with walk-in registrations. There continues to be need for the coaches to update their team web pages. Some are doing well; others not. The possibility of a team parent maintaining the site might be a better option in the future. There was discussion about the “Out of district policy” and the need to clarify the date that was originally adopted. Dan will research and clarify the date.

Important Eligibility Rule (from web site)

At the Board Meeting on 8/06/07, the following motion was unanimously passed:

- *From this point forward, anyone starting in JO must either reside in the White Bear School District or attend school within the White Bear School District. However, any girl from outside the district who has already played for the club in the 14's or older competitive leagues may continue to participate in full for the remainder of their eligible years.*

As discussed, the above eligibility rule states “any player who has already played in the 14’s” as of the 8/6/07 rule implementation. To follow this, in the 08’ season that player would be a 15’s, a 16’s in 09’, and a 17’s in 2010. The board will need to closely watch this issue during next falls registration and update this on the Web site.

Sponsorship Update: Deb said that she has already retained Bear Tracks Travel for next season. Thank you notes have been sent by the sponsored teams and the 16’s even had their bags embroidered at Hisdahl’s. Deb said that doing business with the sponsors is a big plus in getting further sponsorships. Deb suggested getting early commitments from sponsors and including their logo/info on JO handout info.

Uniforms: Deb suggested that we drop the WBL JO from our uniforms next year and have White Bear Lake on them. The board felt this was a good idea.

Addition Items: Year end Player/ Parent Survey: Chris asked that a question about fundraising be included on this year’s survey. It was suggested that the survey be sent out by e-mail and not mailed due to postage cost and the limited return/response. Brian will also look into placing it on the Web site and doing a mass email of the survey to all participating families as an additional way to encourage a higher response rate. Teresa was nominated to go through the survey responses as she did last year.

Nomination of a New Club Director: Chris Erickson announced that he is stepping down as Director of the JO Board and asked for nominations of a replacement. Brian nominated Dan. Dan said that he would be willing to take over the position. With no other contenders, the Board unanimously approved Dan Frey as the new Director effective immediately.

The White Bear Lake JO Board members want to thank Chris for his years of hard work and dedication in helping keep the organization strong, viable and fun for all involved. We will miss you Chris but know that you will always be around to cheer on the Bears!

With no additional new business the board adjourned and thanked Kim for hosting tonight's meeting.

Next scheduled meeting will be Tuesday May 26, 2009 at 7:00 pm. Dan Frey will host the meeting.

Minutes prepared by Dan Frey