

**VIKINGS VOLLEYBALL BOARD MEETING –April 13, 2015**

Board Members attending: Jon Siseman, Micki Husnik, Maureen Fourre, Rick Weispfennig, Jen Hedberg, Karen Johnson, Mandi Bombard, Jan Bernier, Mike Selbitschka; Pam Gladitsch, Scott Hadrava

Gina Dufeck attended, she will be shadowing Mandi.

Anything to add to agenda

Review minutes, edits from Micki and Karen.

Approved once changes made, all in favor. Feb and December minutes approved.

**Volleyball Advisor –** Mike Selbitschka

Waiting for cards to be refunded

3 families didn’t meet volunteer opportunities emailed and let them know that we will cash their volunteer check.

Scott asked about fundraising similar to micro soccer. Sell food, they play during dinner time. Mandi will check on.

**Coaching Sports Director** Jan

Jan heard positive feedback on the parent meeting, a lot of parents were glad that we held the meeting. Had an issue with coach, using profanity, did talk to him, and have not heard anything more.

Impact training, all dates are gone. Trying to get something early November. Find way to get people to go. Jon said if they don’t do the training, they don’t get paid. Part of requirements.

Could we get training here, Jan will let her know we want them to come here. Could possibly get other communities here to.

All coaches have been paid.

**Community Sports Director Rick**

Rick asked if we liked DIBS, Mandi said it was beneficial. Pam used it for fast pitch, went very slick.

Talked at NBAAA to charge for DIBS. Rick told them that is a service that is a benefit of us being part of the club.

We should have hockey home ice in January. Bid on property, start constructing, done by January.

Scoreboard-are adding sound system, hope to be done by August 1.

Went to local businesses all said yes. Fairview wants to name Fairview Court. They’ll pay for most of scoreboard.

They were talking about shrinking community. Kids go to other schools, this is poorer community. Hopefully with rink will be thought of more.

**Treasurer –** Micki Husnik

Depositing will check.

Still need to pay for practice time.

Talked to Trevor at Lees,

When we meet next year get catalog, clinic scheduled for Gustavus August 29th.

Jon at tournament, Rush city asked if they could send little kids. Micki should ask if want all five courts with extra kids.

Pam when email goes out from Jon in June, then Pam can post on website.

**Volunteer/Fundraising Coordinator**– Mandi Bombard

**Uniform/Merchandise Coordinator**-Karen Johnson

Starting this summer/early fall for middle school sales Shannon Schmeling, parent of current 13’s black player will be shadowing me in the Uniform coordinator role. She currently orders uniforms for the NB traveling softball teams and is working with Ryan at Universal Athletics presently. She will be a great addition and is already used to ordering for about the same number of players (roughly 65-75). She will likely attend a meeting early on this summer to meet the Board and see how things are put together from the uniform coordinator’s end.

Our profit check from Universal was received and deposited.

Final payments were made on everything uniform related this week.

A good year for apparel sales, jerseys were well liked by players and coaches apparel was good.

I spoke with some players during the Vikings Classic tournament and asked specifically about the jazzier type sublimated jerseys some clubs wear (in this case Cambridge’s). Seven players told me they liked the fabric of a sublimated jersey but not the wild designs. Something I will keep in mind going forward into next year, but I would like to see the next sublimated jersey brought up just a notch to show uniqueness for our club. More to come on this.

I will look to work with Lifetouch again for team pictures next season. Very organized and good quality. Very little for me to do other than pick the night to do pictures and communicate via email the order forms to the players.

**Scheduling**-Jen Hedberg

Smooth compared to last year.

Add summertime camps and clinics add to calendar.

Karen when we did gym sign up, impressed.

Jen said Alyssa Rossini will do scheduling next year. Her daughter is on 12s.

Important to have newbies attend June meeting.

**Website Coordinator**-Pam Gladitsch

Nothing new to report.

**Assistant Director** - Scott Hadrava

Coaches to be more assertive next year. Trouble retaining coaches, need to squash problems in the beginning.

Need to start at the bottom chain of command. Work with coaches, then next, position burned out

Let them know we are there to help.

Our meeting with 14s went well. Other parent

As board send out thank you to coaches.

Karen need to let parents know to first go to coach, then if not satisfied go to coaching director.

Jon, that is in player parent handbook, need to go over in the parent meeting.

Some people think if they complain the loudest they’ll get what they want.

Jen thinks there is a disconnect with coaches and parents. Does each coach have a parent meeting in the beginning, and in the middle. If they can have a relationship or rappour at the beginning that might help.

Jon after parent night, coaches should have meeting with parents.

Jen - It’s an opportunity for parents to bond too.

Have coaches give handout, here’s how to get in touch with me, here is who I am.

Here is what we expect from parents’ children.

**Director** – Jon Siseman

**Board Member review sheet and new/old business info**

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? Pam please check into this over the course of the next few months. Update needed from July. Spoke with Sue Murphy at NCR. The claim that cannot find a suitable system and have no plans at this time for on-line registration. Maybe our focus can shift to on-line payment. Pam lets have some solid answers on this for our meeting in the summer to see if it will be possible for next season.**
2. **Discussion on board member recruitment and retention. How are we going to make sure this program continues when we move on? Let’s discuss putting more scheduling work on coaches for next season. Also insulate the director from immediate contact and use the director to solve problems other board members cannot. Still getting emails from parents. I ran a test on the Sport Ngin Website. There were three different methods that resulted in direct contact with me.**
3. **Vikings Classic considered a success. No teams backed out and they all showed up. Had many compliments from coaches and parents on how we did things and concessions. I suggest looking to keep the same format in the next year but maybe limiting 12’s to 4 teams or 8 teams with 12qty (13/14’s teams). Suggest also keeping the same weekend in the month of March. Major lost and found items have been returned. Thanks to all board members for their help. Had some difficulty with a couple of the custodial staff. Those concerns have been addressed with the school and Community Education.**
4. **17’s team has been in transition since Sunday 3/22, the day after the Vikings Classic. One player has a pending transfer to MN Select on 4/27. One player has retired. We have added some 15’s and 16’s to their practice schedule. Two new players from Wisconsin have joined the team and we are expecting another to transfer under the season end rules. All of the additions to the team are based around giving them the best possible experience at the Northern Lights Qualifier at the end of April. It was suggested by Micki that we may want to have a new format and commitments for next seasons 17’s team(s).**
5. **We need a discussion on how to approach our 12 and under program for next fall and season. I think we need to bring the cost down and shorten the season to make it easier for parent to try volleyball. Remove Xplode and maybe Warm-up. Shorten season by one month.**
6. **Scott Lundquist may have helped bring in some new coaches at the 14’s level. They are the parents of a player who played on the 14’s black team. I reached out to Bob Olson but have not a phone reply yet. All board members need to continue to recruit coaches. This is always the biggest struggle for our club and we should have extra’s.**
7. **Successfully purchased and used the three new referee stands. This was a beneficial purchase for the club and helps put us in line with rules and limits liability. There is one more needed but I hope the High School will pay for that one.**
8. **Where are we at with Concussion and Impact training for Coaches? Who needs to complete it and what’s the plan. Next season coaches will not get paid unless they meet all NCR requirements. Just part of the job.**
9. **If Mike does not coach a team next season I would like us to find some way for us to partner with him in the hopes of spending more time with the teams we do have to help train coaches and set expectations. There are still not very many opportunities or programs available to train coaches. We will likely have to handle that ourselves.**
10. **There has been talk amongst some of the board members about pushing the NCR to have a rating system for team skill level like traveling basketball. This would help ensure then we enter tournaments we are against fair competition that helps everyone learn and grow. I ask Scott H to contact NCR as he understands the concept best and get back to us the next meeting.**
11. **I’d like to have Vikings Volleyball sponsor a Vertical clinic for those athletes that may play JV/Varsity this coming school season. We are short and need to find ways to compensate. It’s possible to do through Xplode or maybe Cindy Berg at the HS weight room. Mike has been working with HS on this. Please give us a status update and let us know what help you may need.**
12. **Goals for 2014/15 Season.**
13. **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.**
14. **Proper insurance for 2104/15 season. We haven’t had this correct since our inception and have been lucky so far.**
15. **Successful youth Community Ed Program. Done!**
16. **Purchase of equipment for the better of our club and the partnership with the HS program. Done for 2014! We also moved forward to have an AirCat at the MS. That is now in place and being used weekly.**
17. **Pay coaches more while keeping tuition low.**
18. **Recruitment and retention of coaches for club stability and long term success.**
19. **Strong fundraiser and tournament program to keep tuition low while recruiting better coaches for the program.**
20. **Schedule younger teams at earlier times during season.**
21. **Uniforms for MS Teams. Done for 2014!**
22. **Work toward electronic registration for 2015 season.**

Mike look at talking to website person to generate hits with keywords.

Pam can look into.

Mike spend a little to talk to web designer, how can we gain more hits, access quicker.

Jon 12 and under program. Community Ed program. Four teams 3-6th grades. Not easy getting coaches, having high school kids assist worked well. Jen good turnout when kids were invited to high school game.

Community Ed paid for most of. Just paid coaches and assistant coaches. Paid them their community ed fee.

Jen - recently basketball program held clinic after school at Sunrise, 40 kids, teenage helpers. Could we do something like that. Was through Community Ed. Maybe when school starts.

12 and under in our JO program what should look like.

Shorten up a little, make it less expensive. Love to see two teams of 12s.

Alysha first year daughter, wanted to do more, longer season, summer.

When people get off freeway, see signs.

Jon order case of signs, they are cheap, let people know about volleyball.

Mike they run 12s program, just do play dates, 4 or 5 play dates.

Very inexpensive, keep cost down. Some hesitant, maybe have a beginners 12s shorter, and a regular 12s with longer season.

Jon was opportunity to play in pine city.

Jen wide range of kids 3rd to 5th graders. An 11 and under for really raw beginners, short season.

Less costly, less time commitment, tshirts, inexpensive, to get them to try volleyball.

Rick-some start later in the season with the 12s

Jon some clubs don’t start until January.

We are more isolated, if you have to play multiple sports, run into each other.

Jon important discussion, 12s drop explode, warm ups? Get cost down.

Jon do we have tryouts for 12s??

Discuss next meeting, summer. Try and see how it goes.

Jon anything equipment for 15-16 that is on mind.

Karen thinks we should get another Helga, our passing was great because of it.

Jen wants target catcher.

Rick spiking apparatus.

Mike the spiking apparatus takes up a lot of room.

Karen how are we on nets balls. Middle school needs? One of standards is down, doesn’t work. Mike should be able to get fixed or replaced. And more volleyballs.

Jon Viking classic

Jon heard almost all positive comments. Friendly people, everyone in good moods. Great success.

Would like to use same basic format. Keep same week of month we did. School was out of concessions. Multipurpose room was good. Custodial staff verbally attacked parents. Jon met with school.

School very receptive.

Jen spring break next year march 10th, professional development Friday and through the next week.

Jon have after spring break. Kids that are around will practice.

March 5 and 6. 2016.

Kids doing concessions came and helped with books, very willing to help..

Jon survey feedback. Pam will email.

Next meeting discuss survey, anything to look at to change.

Jon recap 2014-15 season

Micki 17s get revisited.

Last few years of older girls’ has issues.

Jon solution?

Micki, paying not collected till Vikings classic. Was our North Branch kids Hard to collect fundraisers. Maybe not be requirement.

Karen they are at end of high school career. Might have to tweak somehow.

Jon don’t disagree, what could we do differently. That wouldn’t hurt everyone, not hurt team.

Mike - need to have 17s team to keep program at high school. Each year, it is a chance of good or bad. Will have highs and lows.

Jon - what if we had a 17/18 team. . We need to be creative.

Anything we should do differently next year.

Jon - thinks Sunday should be the same price as other days.

Jon – Pam taking school this summer. Find out how and cost if we could do electronic registration.

What will it take to do, bring to NBAAA. What is the actual cost with fee.

Ran test on website. Three places to contact Jon. Pam will remove.

Eliminate Jon totally as contact on website.

17s team. transition. Player to transfer to MN Select. Coaches good.

Another player disinterested, quit via text. Didn’t grow enough.

Two new kids from WI. Happy to be playing. Getting positive attitudes out there.

Jon said Scott Lundquist may be interested in coaching he plays with another dad who might coach.

Referee stands good purchase.

Concussion/impact training, if don’t do don’t get paid.

Idea for next season if Mike not coaching a team. Doing better job of training our coaches and getting them on the same page; asked NCR to have coach training.

Mike need to be at practices, engaged with the kids, make a difference.

Jon little talk, possible Scott, Mike and Jon to convince NCR to have a rating system with teams. Within 25% range of ability.

Scott will reach out to NCR.

Jon what can we do this summer to keep kids in shape for volleyball. Anything coming

Mike no. Coach Heuslik trying to get power program type, two day a week deal, girls only. 2 hours

Within next month will have high school meeting for all volleyball players. Let know what doing. Scrimmages, captains practices, summer league, summer camp. Have advanced clinic.

Don’t want to have kids that have to start with basics.

Mike director job is a lot of work. We need to do more. Pam taking Jon off as a contact is a must.

Talked to outside people, need to pay more, to keep someone engaged.

Someone willing to do it. It’s a lot of work. Lot of time that we have no idea it takes.

Need to pay more. Time, energy, thought process takes to do job.

Karen we previously voted on giving the director $500.

Micki - should get at least how much the coaches are getting.

Karen someone make motion to amend what we pay director from $500 to $2000, I’ll second it.

Micki go with amending to 1500, If Director next year is Jon, increase to $2000. New director $1500.

Rick go according to government jobs.

Jon said to keep in mind may have to pay coaches more in the future.

Jen agree to scale for Jon.

Micki motioned to amend amend current director from $500 to $1500 for this season July 2014 to June 2015. Karen seconded, all approved, motion passed.

Micki motioned to establish director’s pay scale.

Jen suggested:

1st year $1500

2nd year $1500

3rd year $2000

4th year $2000

Karen seconded, all in favor, motion passed.

Mike in our language we need to have something more about competitive culture that we are instilling in our teams. Certain words.

Jon said our Mission statement includes: development of student athlete …..

Mike the harder you work, the more you play.

Do better job delivering to parents, who is hustling, who is competing, who has a good attitude.

Explain better that kids who work harder to do better for the team will play more. Everyone has opportunity to do better.

Jon Find another way to deliver message which we do during parent meeting. Have coaches continually convey message to players. Goes back to leadership training.

Quality and consistency and leadership of some coaching staff need to work hard to bring up.

Meeting adjourned

Next meeting June 28th Americinn