

APPLETON NORTH GIRLS' BASKETBALL CLUB
BOARD OF DIRECTORS MEETING MINUTES
Wednesday, February 21, 2024

In Attendance: Nicole Thompson, Amanda Werfal, Brad Klitzke, Sara Brinkman, Matt Cooper, Jenny Hegner, Brandon Reichenberger, Rebecca Nicolaison, Tammy Weyenberg, Jana Cartier

Absent: Nate LeDuc

Call to Order: 7:05 PM

- Review & Approve January Board Meeting Minutes – No Objections.
- High School Update (Brandon) – Ended regular season 12-12 moving into playoff, facing Oshkosh West on Friday. Energy is good.
- Financial Report (Matt)
 - Checking: \$21,911.36
 - Savings: \$9,485.84
 - 2/15/24 Board Approved for the 6th grade A team to attend an additional State Tournament. Coach Sara Davia registered herself. **Matt Cooper is getting her a check for \$390.00.**
 - Coaching Check to Jaime Krueger (3rd grade) for \$1,000.00 was mailed.
- Professional Photographer results (Nicole)
 - How many were photographed? 78 out of 82 club players
 - How many ordered? 48 out of the 78 photographed (62%)
 - Orders should be ready this weekend. Nicole will distribute to teams.
- Home Tournament financial results (Matt)
 - Approximately \$25,000 total revenue with team registrations, admissions, concessions, and sponsorships.
 - Still waiting on final bill from AASD of the gym rental & Papa John's Pizza. **Matt will provide us with a total profit amount once everything clears.**
 - Nicole shared that the 7th grade coach from W DePere was frustrated that he had to play our B team. Didn't feel that a B-level team should be at the tournament and if we wanted them to have a home tournament then we should offer a B level tournament.
- Summer Skills Plan / Trainers (Nicole)
 - Nicole recapped what we did last year:
 - Syd Levy Clinics, Free. No Registration.
 - Fridays- June 16, 23 July 14, 27 August 4, 11 (Thur), 18
 - Grades 3-5: 9:30-10:30 & Grades 6-8: 10:30-11:30 AM
 - Paid her \$50 per hour. \$700 for the Summer- 7 sessions
 - Rise Up Academy- Alyssa DeCicco
 - Wednesday, June 7th – 4:30-6:00 PM (all grades)
 - \$20 - Register through trainer
 - Five Star Academy- Laken James
 - Monday, June 19th
 - Grades 3-6: 1:00-3:00 & Grades 7-12: 3:00-5:00
 - \$45 - Registration through trainer
 - Brian Butch
 - Tuesday, June 27th
 - North Basketball Camp
 - August 7-9 (Mon-Wed)
 - No Charge

- 82 girls registered
 - Open Gym time
 - Nicole proposed the question of having 1 registration for everything to help streamline things for families. Everyone agreed but we need to work out the logistics with the trainers. Jenny recommend we look into Zeffy for registration. **Nicole is looking into this.**
 - Brandon shared that Alyssa from Rise Up Academy is having a baby in July and won't be available this Summer.
 - **Brandon is reaching out to Laken James, Five Stars Academy and Brian Butch to arrange Skill Trainings. He's also asking for Open Gym times for the summer.**
 - **Amanda is reaching out to Syd Levy to see if she'd be willing to do training again this summer.**
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- End of Season Survey to Families- Questions to ask (Nicole)
 - Board would like to know what we've asked in the past. **Nicole will find the former Survey and propose the survey questions to the Board before sending them out.**
 - Board agrees that the Surveys should not be anonymous.
 - End of Season Coaches interviews/meetings will be during the April Board Meeting.
 - A/B split discussion (5th-8th grade)
 - Rebecca shared that the 6th grade B team really struggled to be competitive after they split A/B for the tournament season. Jenny shared that the 7th grade B team had the same problems.
 - Nicole proposed the question: Do we want the Club to be more Competitive or have higher enrollment? Doing equal splits may make some families happy and will increase the enrollment but then the teams may not be as competitive. And on the other side, some families may want their child on a more competitive team and not like the equal split. We discussed how part of our Mission Statement states "Our club is a competitive environment where girls develop basketball skills, learn how to be a good teammate "
 - Matt Cooper shared that he would like to see higher enrollment in 3rd & 4th grade when it is equal split and have them grow in the program and not start in 6th/7th grade.
 - Jana shared her conversation with the 5th grade coach, Alex Hunt, and they feel having a core group on A, a core group on B, and then the middle players going between the two teams would be best for 5th & 6th grade. Board Members in attendance agreed.
 - Board Members in attendance felt that 7th and 8th grade needs to focus on building a strong "A" team and being competitive to prepare them for High School Basketball.
 - Proposed- 3rd & 4th being equal split. 5th & 6th the "bell curve" split as Jana mentioned with core A and core B but having the middle level players so between both teams depending on the tournament. 7th & 8th being A/B split. 1 head coach that oversees both teams. **A/B grade level teams will practice together.**
 - **Nicole is working on rewording on the Team Composition policy and will present it to the Board for approval.**
 - Season Update (Grade Reps)

- 3rd grade (Tammy) - Season is done. They were very successful, learned a lot, and had a great season.
- 4th grade – No Board rep for this grade but have heard things are going well from Coach Andy.
- 5th grade (Jana) – Good. A lot of progress. Only 1 team of 13 girls which is a lot and tough but not enough to divide into two teams.
- 6th grade (Rebecca & Sara) – A/B split for tournament season has been tough for the B teams success. BADL was also challenging because the opponents were bring split teams when it's supposed to be a B-level league.
- 7th grade (Jenny) – Same challenges as the 6th grade in regards to A/B split and BADL.
- 8th grade (Amanda) – Good. Having some success.
- 7th grade discussion- Coaching, Bullying, etc.
 - 7th grade coaching update – Matt & Nicole met with Mikki & Tre January 10th and went over the Coaching Expectations about operating as 1 7th-grade team splitting into 2 groups for tournaments. We talked about how they need to be practicing together as 1 team and giving players to option to attend additional tournaments. The goal is to roster 8-9 players whenever possible at tournaments. The players will still have their main team but will be given the option to attend tournaments with the other team at times. They agreed to run the same offence, out-of-bound plays, etc. to streamline the players moving from one team to another.
 - Since this meeting progress has been made. They had a player/parent meeting to explain these changes and immediately began implanting them. They are practicing more together, they are bring additional players to tournaments whenever possible, substations have been much better at games. They are running the same offenses but the players are still confused because the teams Basketball IQ is different and Mikki & Tre are having the work/look for different options within the offense that best suits the team. Some Blue team parents are reportedly still frustrated that they are not “mixing the teams up during their 20-30 minute scrimmage time”.
 - Coach Tre behavioral action- The week of February 5th Nicole was made aware from players & parents of unprofessional behavior from Coach Tre. Then on Saturday, February 10th Coach Tre did not show up to the team's tournament at Appleton East. When asked about his absence, he claims he forgot thing the tournament was on Sunday, not Saturday. Thankfully his assistant, Parker, was there and was able to coach. Nicole emailed the Board on February 10th outlining the incidents and asking them for feedback and votes on handling and resolution. After reviewing the Boards feedback, we decided to provide Tre with feedback and give him to opportunity for correct his actions.
 - On February 13th Nicole & Nate LeDuc had a firm conversation with Tre regarding his actions and allegations, and delivered him a letter that outline the areas of concerns and said that is things didn't improve that we would be forced to part ways. Tre agreed and understood the need to improve. Matt or Nicole will be at every practice for the remaining of the season to ensure that everything is going as it should.
 - Nicole emailed the Gold team parents letting them know that the Board was aware and the action plan we were taking to secure the team's well-being. She also asked for their feedback and shared that anonymous parent feedback with Tre. Tre messaged the parents apologizing for his actions and acknowledged

that his actions were “unprofessional and not coaching worthy.” Nicole also shared the parent feedback with the Board.

- Parents are still concerned and asking if Tre is going to coach next year, stating that they would like to know well in advance as their daughter would likely not play if Tre was coaching again.
- Board Members in attendance talked about the importance of finding Qualified Coaches and how paying more for qualified coaches may help. We discussed potentially paying \$2,500-\$3,000 for a Qualified Non-Parent Head Coach. We discussed about how the Board failed in providing Tre support/ assistance since he was so young and early in his coaching career. Board Members in attendance agreed that if we have a non-parent qualified head coach that it may be best to have a parent assistant coach.
- Nicole asked “How do we find Qualified Coaches?” She stated that she reached out to Blaze, Blizzard, The Driveway, Grit365 letting them know that ANGBBC was looking to hire coaches for the upcoming season last year and got minimum responses. Brandon mentioned a few former players that have recently graduated from college and settling in the area who might be interested. He was reaching out. Board Members in attendance agrees that we need to hire these coaches earlier so that they have time to learn about the program and start interacting with the team sooner.
- Nate LeDuc recently had a report of “bullying” from 1 or 2 players to their teammates on the 7th grade Blue team. He emailed and outlined the allegations to Coach Mikki. Mikki is addressing it with the team.
- Board Members in attendance spoke about how it may be important for the coaches to discuss at the beginning of the season about Sportsmanship, etc. Brandon shared that the High School has a Technology/Social Media Code of Conduct that he will share with us that we may use in implanting this. Might be a good idea to have the coaches review it with the team each year and have the players sign it to help hold them accountable.
- Jenny asked that parents have a place they can go to share information with the Club if they don't feel comfortable going to the Coach. **Nicole will work on creating a Bullying form and post it on the Clubs website.** (Date, Location, Who is reporting, Who was the issue with, Specific details, Witnesses)

Meeting Adjournment: 9:04 PM

Next Meeting: Wednesday, March 20th at 7:00 PM

Future Topics:

- Exit Survey – why are people leaving the Club?
- Technology/Social Media Code of Conduct for Players
- Team Composition policy
- End of Season Survey
- Summer Skills Schedule & Registration