

MINUTES OF THE
AMERICAN SOKOL
2013 DISTRICT DIRECTORS' CONFERENCE
Club House Inn, Westmont, Illinois
NOVEMBER 22-24, 2013

November 22, 2013

Meeting called to order at 2:00 p.m. on November 22, 2013, by National Director Sis. Maryann Fiordelis.

OPENING FORMALITIES AND INTRODUCTIONS

- The Pledge was given. A moment of silence was held for Sokol members who have passed and everyone was requested to close their eyes for a moment of meditation prior to the meeting.
- All District Directors, American Sokol Board of Instructor members and guests were requested to rise and introduce themselves. A sign-in sheet was passed around. A request was made for cell phones to be turned off or set on vibrate during today's meeting.
- This conference will not be a typical District Directors Conference. All reports should have been reviewed prior to meeting. At this conference, the BOI will continue building the 4-year Business Plan for the Convention.

PRESENT:

Sis. Maryann Fiordelis, Detroit/Northeastern,
ASO Physical Director
Bro. Bob Kucera, Naperville-Tyrs/Central, 1st
Assistant ASO Men's Director, Men's District
Director
Bro. Chuck Kalat, KHB/Southern, 2nd Assistant
ASO Men's Director
Sis. Allison Gerber, Cedar Rapids/Western, 1st
Assistant ASO Women's Director
Sis. Jan Kalat, KHB/Southern, 2nd Assistant ASO
Women's Director, School Board
Sis. Bev Domzalski, Chicagoland/Central, ASO-
BOI recording secretary
Sis. Kathy Barcal, Spirit/Central, Women's
District Director
Sis. Juanita LoGiudice, Tabor/Central, ASO BOI
Office Secretary
Bro. Rome Milan, Fort Worth/Southern, Men's
District Director
Sis. Deb Allison, Cedar Rapids/Western, ASO-
BOI
Sis. Barb Vondra, Stickney/Central, representing
Southern District Women's Director

Sis. Jane Wise, Greater Cleveland/Northeastern,
ASO-BOI
Bro. Howie Wise, Gr. Cleveland/Northeastern,
Men's District Director
Sis. Mary Cushing, Detroit/Northeastern,
National Operations Advisor, National School
Board Director
Sis. Donna Sbriglia, New York/Eastern,
Women's District Director
Bro. Todd Yatchyshyn, Sokol USA, Director of
Men
Sis. Chris Yatchyshyn, Sokol USA, Director of
Women
Bro. Ron Jaros, Little Ferry/Eastern, Men's
District Director
Bro. Bud Benak, South Omaha/Western, Men's
District Director
Sis. Sandra Benak, South Omaha/Western,
Women's District Director
Sis. Lynn Conrad, Detroit/Northeastern,
Women's District Director
Bro. Paul Lebloch, Spirit/Central, ASO-BOI

VOTING RIGHTS

- Each District Director has one vote, 1st and 2nd ASO BOI Assistants each have one vote, and the National Director has one vote and will break a tie. Bro. B. Kucera has two votes, one as Central District Men's Director and one as 1st Assistant to ASO BOI Director. Sis. L. Laznovsky gave proxy to Sis. B. Vondra as Southern District Women's Director.

- Everyone is welcome to participate in the discussions, present opinions and suggestions even though they have no voting power. Motions are restricted to those who have voting rights.

General Conference Plans

- Copies of National and District Director Reports and Committee Reports were posted on the ASO BOI web site for conferees to review prior to the Conference. Agenda was presented and will be followed.

- Vouchers were distributed and need to be returned at the end of the conference.

- There will be a break for dinner at 5:00 p.m. (Manager's Reception 5:00-7:00). Meeting will continue until 9:00 p.m. Tomorrow's meeting will be held from 9:00 to 7:00 with lunch and dinner included at Sokol Spirit. The conference will conclude on Sunday morning from 9:00 to 12:00 in the Boardroom at Club House Inn.

UNIT/DISTRCT FEEDBACK FROM A BOI PERSPECTIVE (Mary Cushing - National Operations Advisor)

- Sis. Cushing gave a slide show presentation about the work she has accomplished between June, 2013 and November, 2013 as it relates to the ASO BOI. Sis. Cushing provided a handout entitled, "What Units Want from American Sokol in Regards to the Board of Instructors."

- Sis. Cushing's goal is to have an actual report of her meetings with each unit for the Convention.

4-YEAR BUSINESS PLAN (Discussion/Decision Making)

Remain Status Quo vs. Change to Grow

- Discussed the pros and cons of remaining status quo:

PROS

We have equipment and a program in place.
Determine what our business is.

Comfortable doing what we do.
Doing the same programming.
Not updating to new programs.
Easier, less new tasks.

Communication

Having programs

Given room to expand.

Not many young people on Sokol boards.

- There are many combinations of units. Some have strong units, some have stronger BOIs.

- Discussed the pros and cons of changing to grow:

PROS

Getting more members.

Keep things fresh with variety.

Get more leaders.

Benefit more people

Bring in young people

To improve quality

CONS

Not everyone has gymnastics equipment.
If you keep doing same things over and over, you cannot expect different results.

Can't keep doing the same thing.

Improve to do better in a different way.

Missing opportunities.

--

Poor communications.

Not implementing programs.

Space sitting empty.

Not mentoring younger members.

CONS

Lose those unwilling to change.

Need more training, time experience, skills, money, planning (resources).

Teach functional fitness.

Recognize as a community center.

How to incorporate the following into our plan:

Strengthening Infrastructure

- Join other teams and leagues.
- Partner with community organizations.
- Cannot grow with volunteers only.
- Change attitude.
- What's in it for me.
- Keeping up with new advancements in routines and teaching skills; keep instructors learning.

Building Right Environment

- Executive Board should let BOI run programs without interference.
- The BOI should be provided the tools they need.

Nurturing Leadership

- Offer leadership training; education; recognition programs.
- Give a youth a change.
- Look at people resources.

Combating Apathy

- Be open to suggestions.
- Be enthusiastic and create the environment.
- Provide an avenue for change.
- Let them know they are making a difference.
- Provide education.
- Listen to their side.
- Tact/personalities.
- Recognize accomplishments.
- Explain the concept of Sokol.

- Discussed building these concepts into the 4-year plan. Do we want to remain status quo or change. Change by adding more or by changing how we do what we are doing or know we are doing it, or a combo of both.

- It was suggested that only one goal be tackled, not multiple programs. The first year, get it off the ground. An upgrade to a program may be better than change. Only change what we need to grow. Sokol has not met the demand from the public as others have. It was suggested that instead of looking at one goal, we should talk about all goals as one.

- If we need to pay people to get it done, then we should do that. We need Instructors School; training instructors is important to be successful.

- Discussed what happens to prior set goals that have not been met. Talked about people not doing what they are asked to do in a timely manner. When goals are accomplished, rewards may be forthcoming.

- BOI should look at all goals and see what talents are needed. The following list of talents was created: artistic; PR; finance; marketing; education; training; organization management skills; technical knowledge; social media; medical/nutritional; salesmanship; risk management; insurance; legal; finding resources; passion; common sense; leadership coordinator; human

resources and talent acquisition; corporate sponsors; logistics; laborers; champions; mentoring; and agents for change.

At 4:50 p.m., a dinner break was taken; meeting resumed at 6:00 p.m. A new sign-in sheet was passed around.

PRESENT:

Sis. Maryann Fiordelis, Detroit/Northeastern, ASO Physical Director
Bro. Bob Kucera, Naperville-Tyrs/Central, 1st Assistant ASO Men's Director, Men's District Director
Bro. Chuck Kalat, KHB/Southern, 2nd Assistant ASO Men's Director
Sis. Allison Gerber, Cedar Rapids/Western, 1st Assistant ASO Women's Director
Sis. Jan Kalat, KHB/Southern, 2nd Assistant ASO Women's Director, School Board
Sis. Bev Domzalski, Chicagoland/Central, ASO-BOI recording secretary
Sis. Kathy Barcal, Spirit/Central, Women's District Director
Sis. Juanita LoGiudice, Tabor/Central, ASO BOI Office Secretary
Bro. Rome Milan, Fort Worth/Southern, Men's District Director
Sis. Deb Allison, Cedar Rapids/Western, ASO-BOI
Sis. Barb Vondra, Stickney/Central, representing Southern District Women's Director

Sis. Jane Wise, Greater Cleveland/Northeastern, ASO-BOI
Bro. Howie Wise, Gr. Cleveland/Northeastern, Men's District Director
Sis. Mary Cushing, Detroit/Northeastern, National Operations Advisor, National School Board Director
Sis. Donna Sbriglia, New York/Eastern, Women's District Director
Bro. Todd Yatchyshyn, Sokol USA, Director of Men
Sis. Chris Yatchyshyn, Sokol USA, Director of Women
Bro. Ron Jaros, Little Ferry/Eastern, Men's District Director
Bro. Bud Benak, South Omaha/Western, Men's District Director
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Sis. Lynn Conrad, Detroit/Northeastern, Women's District Director
Bro. Paul Lebloch, Spirit/Central, ASO-BOI

- Discussion began with the four goals as stated in the Agenda. What are the aspects we want to cover under these four goals? Began to define and prioritize the following goals:

Goal 1 Growth through Targeted Programming.

- Looking at what new programs we should bring in, which to take out.

Goal 2 - Growth through Nutritional Programs.

- Trying to start for several years. Should combine overall health, total fitness and wellness, not just physical.

Goal 3 - Stabilization and Operational Excellence through a Model Annual Physical Curriculum.

- Building curriculum for programs and activities so we have a template for the units to follow for ongoing programs and incorporating physical fitness activities totally.

Goal 4 - Stabilization and Operational Excellence through Standardized Technical Operations.

- What should our basic standards be for a good instructor? Should go through the Instructors Guidelines book and use core questions for instructors other than gymnastic instructors. List basic expectations for an instructor, i.e., pay scale, goals, etc.

- Continued to discuss what our first priority should be.

- Goal 4 should be the infrastructure goal. Goals 1 and 2 should be combined. Infrastructure should be first goal. Without infrastructure no one will want new programs. Several things could be worked on, such as nutrition, which is ready to go.

- Sokol is good at putting programs together, but bad at implementing programs. Discussed the nutrition program that was presented prior to this meeting. A newsletter is not a program. A hands-on program is needed. Someone is needed in units to run the program.
- Goal 3 and 4 were further discussed. Goal 3 is curriculum and Goal 4 is how you accomplish the goal.
- Discussed prioritizing the goals by changing Goal 4 to Goal 1; Goal 3 should be Goal 2; and combine Goals 1 and 2 as Goal 3. It was felt that infrastructure should be separate from the original Goal 4.
- Discussion followed about looking for information needed on each goal. The word standardized needs a better explanation, perhaps a different word. When talking about curriculum it means courses taught and offered. Curriculum would be what we are doing now and then add a new curriculum, like Goal 1.
- After much discussion and defining the words “curriculum” and “program,” it was decided that the goals should be prioritized as follows:
 - Goal 1 Infrastructure. This should be our first priority and is a new goal in itself.
 - Goal 2 Stabilization and Operational Excellence through Standardized Technical Operations. This is general standards. This goal was originally Goal 4.
 - Goal 3 Stabilization and Operational Excellence through a Model Annual Physical Curriculum. This goal was originally Goal 3.
 - Goal 4 Growth through Targeted Programming and Wellness. This goal is a combination of the original Goals 1 and 2. Instead of using nutrition, it was suggested to use the word “wellness” and should be partnered with the education department. This is part of Goal 4.

Infrastructure

- First we need to come up with a SMART goal to cover infrastructure. To strengthen the infrastructure we need to know the why, how is it going to make us better and what it is going to give to Sokol. The following is a list of specifics for the SMART goal: to make us more efficient; more qualified; industry leader; visible in industry; keep them coming back; quality program; confident in what we do; passionate/motivation; acceptance from others; expand and grow; solid foundation; perpetuate organization; and become empowered.

At 7:25 p.m., a break was taken; meeting resumed at 7:40 p.m.

GUEST ORGANIZATION UPDATES

Sokol USA

- Sis. C. Yatchyshyn and Bro. T. Yatchyshyn summarized the activities of Sokol USA. A report of the Sokol USA National Gymnastics Department Meeting held on July 27, 2013 is attached.
- A SMART goal selected by Sokol USA is to bring in one new instructor.

Sokol Canada

- Concerning the Sokol Canada Slet, there will be no gymnastics as they have had no luck in finding a venue to hold such an event.
- It was noted that no one from Canada attended ASO Sports Festival in Milwaukee.
- FYI, passports will be necessary to cross the border into Canada.

NATIONAL SCHOOL BOARD UPDATE

- The National School Board met last night and this morning for 5-1/2 hours.
- The Board reviewed forms currently in place and implemented a driver's waiver to be used at school this summer.
- Future Sokol Leaders Fund helps offset school costs. The school will fundraise to help fund that account.
- There is a new track for parents and new volunteers.
- The Board will work with google by updating and changing current forms.
- A separate action list will be maintained by the School Board.
- Fees have not been raised since 2008; the fees will be raised for 2014 across the board by \$50 as follows:
 - Early bird rate, \$325;
 - Regular rate, \$375;
 - Late fee rate, \$425; and
 - Final date fee, \$475
- 2014 school will be held at Sokol Greater Cleveland, June 29 to July 13, 2014.
- The Board is exploring a 4-year rotation to try to identify four sites to hold the school, that way everyone would know ahead of time for planning purposes where they are going.

CONVENTION

- The convention format is being set-up different than in the past.
- The BOI has been having pre-convention meetings. This will reduce the number of days and cost of convention.
- Discussed the need to meet on Wednesday prior to convention; it may not be necessary.
- Discussed the need for one or two National Physical Directors. Sis. Fiordelis felt it was a lot of work during Slet preparations; however, her assistants were invaluable. The next Physical Director needs to mentor the incoming Physical Director, especially regarding Slet preparations.
- Currently, Sis. Fiordelis is interested in continuing as Physical Director for the next four years; however, if anyone else is interested in the position, they should come forward.
- By February 1, 2014, someone should be selected for the next Physical Director position.

BOI PRELIMINARY BUDGET REVIEW

- A copy of the Preliminary Budget was distributed to those present.
- Bro. C. Kalat reviewed.
- The Budget will be revisited at the end of this Conference if anything needs to be added or changed.

At 8:55 p.m., the meeting adjourned. Meeting will resume tomorrow at 9:00 a.m. at Sokol Spirit in Brookfield, IL.

AMERICAN SOKOL
2013 DISTRICT DIRECTORS' CONFERENCE
Sokol Spirit, Brookfield, Illinois
NOVEMBER 22-24, 2013

November 23, 2013

Meeting called to order at 9:00 a.m. on November 23, 2013, by National Director Sis. Maryann Fiordelis.

PRESENT:

Sis. Maryann Fiordelis, Detroit/Northeastern,
ASO Physical Director
Bro. Bob Kucera, Naperville-Tyrs/Central, 1st
Assistant ASO Men's Director, Men's District
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Bro. Paul Lebloch, Spirit/Central, ASO-BOI

Goal 1 - Infrastructure

- Discussed strengthening our infrastructure and preparing SMART goals for Goal 1. Goal 1 should be covering more aspects of the infrastructure. We need to inform and promote. In order to strengthen the infrastructure, we need to achieve stabilization and growth.
- We need to become more efficient and have quality programs. We should look at these goals to empower people.
- Sis. Cushing provided a handout entitled, "What Units Want from ASO in regards to the BOI," for review.
- At this time, a slide presentation was given.
- Discussion followed based on this formula:
 - 1 instructor from 32 units attends a training session;
 - 1/2 of attendees provide information learned at that session to their unit; and
 - 1 person attends a certification seminar and becomes certified.
- It was suggested that a multifaceted group of strategies be produced to allow for improvement, development and implementation of staff training, communication and programs. Under this, list goals and what units need to accomplish.

- At this time, the BOI broke into three groups to talk about the following strategies and how to make improvements: staff training, communication and programs.
- After 10 minutes, the BOI regrouped to report their discussions:
 - Staff Training: Goal response form to be distributed to units. Find out what their goal is for training. Information gathering via direct communication by a follow-up telephone call. Inform them of the tiered level goal system and provide with proper acknowledgement for achieving these goals when they meet their benchmarks.
 - Communication: Communication is stopping at the district level; it should go down to units and members. Ways to improve communications: teleconference at least every three months; blog; facebook group accounts; and conference or training sessions with contact information where to do this.
 - Programs: tied in with education; how to run program; get training in sports at use in gyms.
- Discussion moved on to the next focus area which has tangible items. Eventually, discussion should come back to the above discussion.

Goal 2 - Stabilization and Operational Excellence through Standardized Technical Operations.

- This consists of coaching, instructors and training.

At this time, everyone referred to the ASO Instructor Guidelines Book for the following discussion.

- It was suggested that unit goals should be that every unit director does performance evaluations for the 2014-2015 season according to the Instructor Guidelines. The wording should be generic so it would also apply to those programs that are not physically active. It was decided that the BOI's goal should be that every unit director does performance evaluations for the 2014-2015 season.
- Units paying instructors should make it a requirement that they get certificated training. Units can reward instructors for getting certified.

- When standards are put into place, gyms need to follow them or American Sokol will be at risk.

Goal 3 - Stabilization and Operational Excellence through a Model Annual Physical Curriculum.

- Discussed following certain levels.

- Low level: functional fitness; (including nutrition) wellness; and aerobics, etc.
- Next level: sports, gymnastics, recreational level sports, including gymnastics, volleyball, basketball, rhythmic, etc.
- Next level: advanced curriculum; competitive teams including holding competitions; running events, etc.

- BOI will revisit this goal to breakdown into action items.

- Levels are what you need to achieve in your program through whatever program you offer.

Goal 4 - Growth through Targeted Programming and Wellness.

- Discussed how to achieve this goal. A survey was created by Sis. K. Barcal that should be given to both local members and the community. It was suggested that an article be placed in a local newspaper to advertise a community program survey available at an online site. The survey should be simple.

- Other suggestions were to have units join their Chamber of Commerce or to partner events with the community.

- BOI should look at the survey to decide what should stay in or out. The survey should not only look at what is offered, but have people list what activities they would like to see.

- As an action item, the survey was given a target date of January 1, 2014; possibly create two surveys, one internal and one external. Sis. B. Vondra and Sis. K. Barcal will create a survey template together.
 - Through this goal, the BOI will make sure we are promoting and getting people to utilize strong programs.
 - Discussed programs versus activities. Gymnastics is a program, whereas, rhythmic and volleyball are activities.
 - BOI focus area is gymnastics, skills testing and rhythmic. Wheels program is no longer supported by Sokol, although some gyms still offer it as a class.
 - Once a year programs are fitness challenge (which is an ongoing popular event); the core program (still being worked on); nutrition and wellness (new program); instructor's school, national camp, walking challenge and various other programs. Program coordinators should be confirmed with Sis. A. Gerber.
 - Discussed encouraging instructors to attend a local Congress or clinic. Possibly consider fly-in instructors to help get programs going.
 - It was strongly suggested that Sokol instructors attend more clinics and reach out to those who may be able to help us.
- MOTION made by Bro. C. Kalat for the BOI to do two BOI conferences in two different regional areas in the 2014-2015 season, seconded and passed (3 opposed).

At 12:00 noon, a lunch break was taken; meeting resumed at 1:00 p.m.

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- The question was asked as to why we need new programs when we are having problems with the current programs.
- Talked about incorporating the following new programs into Sokol classes: Cross-fit; Familyz in Motion; Parkour; and wellness and nutrition. These programs would bring community into

our programs; give us an opportunity to grow; and be able to compete with other businesses in the community.

- Some felt we should work on what we are currently doing and improve on what we have.

Sokol should focus on what we know best, not new programs we know nothing about.

- Right now, the survey is our priority. When the data comes back, then we can look at what we can offer.

- Sokol Detroit is going to pilot the Familyz in Motion program.

- Sokol should create a grant system for units to get money to start new programs.

- Currently, the BOI is discussing three areas: the survey, Familyz in Motion; and looking at Grants for start-up funds for new programs.

- Part of this same goal is nutrition and wellness. Discussed various ways to incorporate wellness and nutrition programs into Sokol classes.

- It was felt that the wellness and nutrition program should fall under the Education Department; create a partnership with the Education Department. The Education Department is currently not accomplishing much. By putting wellness and nutrition under the Education Department, the BOI and Education can join together to work on a wellness and nutrition program.

At this time, Sis. Lynda Filipello, Central District President, introduced herself and welcomed the BOI conference and its members to the Central District.

GYM MEMBERSHIP IDEAS

- Discussed whether the BOI needs to make proposed changes for gym memberships.

- There are some issues with adult memberships; talked about new classes being opened to the community and how to handle this type of membership.

- Discussed using membership levels with different tiers for different types of membership.

- Recommendations were requested to present to the membership committee.

MOTION made by Bro. C. Kalat to make no recommendations to the Membership Committee, seconded by Sis. K. Barcal and passed.

YOUTH MEMBERSHIP

- The BOI was interested in seeing more information more often about youth membership; would like a status update of who, what and where.

MOTION made by Bro. B. Kucera to ask membership to provide the BOI on a regular basis with who, what and where status on youth membership, seconded by Sis. L. Conrad and passed.

- Ideas were discussed regarding increasing membership and issues with youth membership.

At 2:50 p.m., a 10-minute break was taken. Meeting resumed at 3:00 p.m.

NEXT SPORTS FESTIVAL/SLET RECOMMENDATIONS

- The following recommendations were given to improve the next Sports Festival/Slet:

- more pomp and circumstance at the closing event;
- shorter number of days;
- narrow down the activities;
- besides special number at end, have Jr./Sr. numbers with two levels of ability;
- hotel more family friendly and reasonable prices, possibly outside of city, offer two choices;

- more engagement of outside volunteers;
 - closing ceremony indoors;
 - opening ceremony with more information of what's to come;
 - better competition schedule, there are too many divisions;
 - level 6+ and optionals should be at different times;
 - venues too spread out, too many facilities;
 - needs to be in an attractive location for family;
 - for closing ceremony there is no gymnastics, only cal, special numbers and dancing; should show-off some competitive champions and apparatus;
 - want to see lots of people;
 - team up with another gymnastics event or festival;
 - stay away from other local events;
 - do more family activities or events, i.e. fitness challenge, etc.;
 - have a block of time for fitness;
 - spectator friendly competitions; the equipment was too spread out;
 - find a place with equipment in place instead of renting expensive equipment;
 - no banquet, but have more informal socials;
 - have winners of special number competition or marchers perform at closing;
 - do same cal for two years;
 - do marching and cal competition as part of opening ceremonies;
 - partner with Sokol USA on cal;
 - do one cal incorporating aerobic and non-aerobic moves;
 - do more combined class cal.
- Continue to include gymnastics, volleyball, golf, fitness challenge, team cal, marching and bowling as a social.
- Emphasize correct uniform, especially for performances.

BYLAWS

BOI Bylaws Changes

- Following a discussion on BOI bylaws changes, membership bylaws changes and education bylaws changes were discussed.
 - There are no major changes to the BOI bylaws. The BOI should consider adding the utilization of national programs to the bylaws.
 - Discussed empowerment of the BOI. All BOI boards should have their own treasury and their own credit card. There is no provision in the bylaws, but should possibly be added.
- MOTION made by Bro. R. Milan to recommend to the unit BOI that they may have their own treasury to utilize funds for BOI activities, seconded by Sis. S. Benak and passed.
- It was also suggested that it be recommended to units that they have the capability of accepting credit cards.
 - This will provide more power to unit directors and district directors and enforce utilization of programs.
 - Sis. M. Cushing will make these recommendations to units on behalf of the BOI.

Membership Bylaws Changes

- No changes were suggested at this time.

Education Bylaws Changes

- It was suggested that a member of the BOI should be on the education committee and attend meetings.

FINAL TOUCHES ON BUSINESS PLAN

Goal 1 - Infrastructure

- Sis. M. Fiordelis is the lead on this goal and will work on the action items.

Goal 2 - Stabilization and Operational Excellence through Standardized Technical Operations

- Under this goal, the following action items were listed:

- Sis. B. Vondra will put together a cover letter to go out to the unit directors by May 15, 2014 explaining this goal.
- Unit Directors need to identify and select their individual/instructor by May 30, 2014.
- Basic CPR and first aid is a good standard to begin with for all units.

- Discussed the concept of having one member of each of 32 units get CPR and first aid certification; 16 of those units will present what they learned to other units; 6 (one from each district) of the 16 will present to their district; and 1 will make a presentation at the Directors' Conference.

- This will improve instructors, train units to become better and can be presented at conferences.

- Sis. Fiordelis will take the 101 course and Bro. T. Yatchyshyn will prepare a mock follow-up form upon completion.

- If the units meet their goal, they should be rewarded and thanked.

- Sis. Fiordelis will provide a letter for the first level.

- Continued discussing different scenarios to achieve recognition for accomplishing the goal.

At 5:00 p.m., a dinner break was taken. Meeting resumed at 5:45 p.m.

PRESENT:

Sis. Maryann Fiordelis, Detroit/Northeastern,
ASO Physical Director

Bro. Bob Kucera, Naperville-Tyrs/Central, 1st
Assistant ASO Men's Director, Men's District
Director

Bro. Chuck Kalat, KHB/Southern, 2nd Assistant
ASO Men's Director

Sis. Allison Gerber, Cedar Rapids/Western, 1st
Assistant ASO Women's Director

Sis. Jan Kalat, KHB/Southern, 2nd Assistant ASO
Women's Director, School Board

Sis. Bev Domzalski, Chicagoland/Central, ASO-
BOI recording secretary

Sis. Kathy Barcal, Spirit/Central, Women's
District Director

Sis. Juanita LoGiudice, Tabor/Central, ASO BOI
Office Secretary

Bro. Rome Milan, Fort Worth/Southern, Men's
District Director

Sis. Deb Allison, Cedar Rapids/Western, ASO-
BOI

Sis. Barb Vondra, Stickney/Central, representing
Southern District Women's Director

Sis. Jane Wise, Greater Cleveland/Northeastern,
ASO-BOI

Bro. Howie Wise, Gr. Cleveland/Northeastern,
Men's District Director

Sis. Mary Cushing, Detroit/Northeastern,
National Operations Advisor, National School
Board Director

Sis. Donna Sbriglia, New York/Eastern,
Women's District Director

Bro. Todd Yatchyshyn, Sokol USA, Director of
Men

Sis. Chris Yatchyshyn, Sokol USA, Director of
Women

Bro. Ron Jaros, Little Ferry/Eastern, Men's
District Director

Bro. Bud Benak, South Omaha/Western, Men's
District Director

Sis. Sandra Benak, South Omaha/Western,
Women's District Director

Sis. Lynn Conrad, Detroit/Northeastern,
Women's District Director

Bro. Paul Lebloch, Spirit/Central, ASO-BOI

At this time, Sis. M. Fiordelis reviewed a chart that was viewed on screen.

ASO Membership Fee Structure

- Resumed discussion about ASO membership fees.

MOTION made by Sis. A. Gerber to open discussion on this issue presented earlier, seconded by Bro. R. Milan and passed.

- Sis. Lynn Conrad gave a presentation outlining an ASO membership fee structure for new programs.

- A letter would be written to the ASO BOI stating the name of a new program or a change to a current program. It must meet the approval of ASO BOI in order to receive a discount. ASO BOI will provide information to the ASO Executive Board for final approval.

- The fee structure discussed was as follows:

- 1st year new members pay a membership fee of 40% of dues to ASO;
- 2nd year new members would pay a membership fee of 60% of dues to ASO;
- 3rd year would be 70%;
- 4th year would be 80%;
- 5th year these new members would pay a membership fee of 100% of dues to ASO.

- These new members would be non-voting members until they are paying 100% of dues.

- A recommendation was made to just provide a loan grant to get established with new programs rather than change the fee structure.

MOTION made by Bro. R. Milan to recommend to the Executive Board before the convention to consider a unit grant opportunity for struggling programs or new programs, no second.

MOTION FAILED.

- It was suggested that the BOI think about this fee structure and re-open discussion at this meeting tomorrow.

MOTION made by Bro. R. Milan for BOI to recommend to ASO to appropriate funds for struggling units, no second. MOTION FAILED.

Goal 3 - Stabilization and Operational Excellence through a Model Annual Physical Curriculum.

- There are 3 model levels to this goal:

- Level 1: Functional fitness, wellness, aerobics, etc. Action would be to name the activities and outline them with the types of exercises for those activities. Bro. R. Milan will develop the content for this Level by creating a list of components and resources.
- Level 2: Recreational sports, volleyball, basketball, gymnastics, etc. Bro. B. Kucera will develop content for this Level.
- Level 3: Competitive team sports. Bro. B. Kucera will also develop content for this Level.

- The due date for this goal is September 1, 2014. Bro. Howie Wise will be this goal's champion.

Goal 4 - Growth through Targeted Programming and Wellness.

- The champion for this goal will be Sis. K. Barcal. The survey is in its planning stages.

At 6:55 p.m., this meeting adjourned. The meeting will resume at the Club House Inn Board Room at 9:00 a.m.

AMERICAN SOKOL
2013 DISTRICT DIRECTORS' CONFERENCE
Club House Inn, Westmont, Illinois
NOVEMBER 22-24, 2013

November 24, 2013

Meeting called to order at 9:00 a.m. on November 24, 2013, by National Director Sis. Maryann Fiordelis.

PRESENT:

Sis. Maryann Fiordelis, Detroit/Northeastern,
ASO Physical Director
Bro. Bob Kucera, Naperville-Tyrs/Central, 1st
Assistant ASO Men's Director, Men's District
Director
Bro. Chuck Kalat, KHB/Southern, 2nd Assistant
ASO Men's Director
Sis. Allison Gerber, Cedar Rapids/Western, 1st
Assistant ASO Women's Director
Sis. Jan Kalat, KHB/Southern, 2nd Assistant ASO
Women's Director, School Board
Sis. Bev Domzalski, Chicagoland/Central, ASO-
BOI recording secretary
Sis. Kathy Barcal, Spirit/Central, Women's
District Director
Sis. Juanita LoGiudice, Tabor/Central, ASO BOI
Office Secretary
Bro. Rome Milan, Fort Worth/Southern, Men's
District Director
Sis. Deb Allison, Cedar Rapids/Western, ASO-
BOI
Sis. Barb Vondra, Stickney/Central, representing
Southern District Women's Director

Sis. Jane Wise, Greater Cleveland/Northeastern,
ASO-BOI
Bro. Howie Wise, Gr. Cleveland/Northeastern,
Men's District Director
Sis. Mary Cushing, Detroit/Northeastern,
National Operations Advisor, National School
Board Director
Sis. Donna Sbriglia, New York/Eastern,
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Bro. Todd Yatchyshyn, Sokol USA, Director of
Men
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Bro. Ron Jaros, Little Ferry/Eastern, Men's
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District Director
Sis. Sandra Benak, South Omaha/Western,
Women's District Director
Sis. Lynn Conrad, Detroit/Northeastern,
Women's District Director
Bro. Paul Lebloch, Spirit/Central, ASO-BOI

Goal 1 - Infrastructure

- Discussed strengthening our infrastructure through the following focus areas:

- Developing culture;
- Start building better relationships;
- Gather with officers, BOI and Executive Board;
- Have them visit the gym;
- Identify those that need help;
- Need a common understanding of what ASO is about;
- Eliminate a clash between BOI and Executive Boards;
- Have better contact from District to Units.

- Discussion continued with those present about what is working in their individual gyms and situations.

Business Plan

- The Business Plan will be presented before the convention and discussed at convention where there will be working sessions taking place.

- An action step needed now is for each district director to have direct contact with all of their units in a face-to-face meeting to determine issues with their unit governing board.
- Sis. M. Fiordelis is the champion for this action. The action will be started before convention and be completed by August 2015. Bro. C. Kalat will make a report template. Sis. M. Cushing will prepare a letter explaining that this is an initiative from ASO BOI for better communication. This will also be addressed in the Directors Newsletter.
- Discussed team building at the convention. Starting sessions with an icebreaker would be a good idea. Sis. B. Vondra will initiate icebreaker activities.
- Sis. M. Fiordelis would like to see all BOI meetings start with a team building icebreaker. The champion for team building activities will be Sis. Lynn Conrad with Bro. Todd Yatchyshyn as a resource for information.

At 10:30 a.m. a break was taken. The meeting resumed at 10:40 a.m.

- During the remainder of the meeting, Bylaws, Budget and Business Plan will be wrapped up.

BYLAWS

- Bro. C. Kalat presented the following quoted sentences to be added to the beginning of Article 35 and Article 50 as follows:

- Article 35. District Board of Instructors. “The District Board of Instructors directs the physical activities and programs of the District follow the directives set forth by the Board of Instructors of the American Sokol.”
- Article 50. Unit Board of Instructors. Men-Women. “The Unit Board of Instructors directs the physical activities and programs of the Unit follow the directives set forth by the Board of Instructors of the American Sokol.”

- To initiate a BOI treasury would require a 2/3 vote of the membership at an annual meeting. Any single expense of \$1,000 or more would require approval by the unit.

- Bro. C. Kalat will e-mail to the BOI the final suggested bylaws change.

REVIEW OF FINAL BUSINESS PLAN

- The “goals” previously discussed at this meeting have been renamed “focus areas.” Those focus areas are:

Strengthening our Infrastructure

- To inform and promote the deeds to strengthen our infrastructure to achieve stabilization and growth within our programs.
 - Building communications within a unit with face-to-face meetings.
 - Team building activities.

Operation Standards

- Develop levels of technical operations of standards and achieving operational excellence.
 - Look at standards and levels of programs.
- Develop a process for instructors to obtain further training and certification.
 - Attend training sessions.
- Increasing number of development conferences to provide a wider audience with training.

Stabilization and Operational Excellence through a Model Annual Physical Curriculum

- Develop a basic annual curriculum for units in three categories: core, recreational sports and competitive teams.

- Provide lessons and templates.

Growth through Targeted Programming and Wellness.

- Develop internal and external surveys to obtain data from community and members on what type of programs should be offered to meet the need.
 - Determine based on survey results the new programs to implement.
 - Partner with education committee to develop a wellness and nutrition program.
- Summary of overall strategy aligns with mission and vision of organization:
- Focus area 1 is to assist in obtaining goals within other 3 focus areas which will enhance our capability to become a leader in providing well-rounded activities.
 - Focus area 2 provides standards for safe, professional programs that lead to retaining national recognition of leadership.
 - Focus area 3 will provide assistance in developing ongoing curriculum ideas.
 - Focus area 4 will get data gathered from the community to determine programs as well as assist in the well-rounded aspect by providing a wide range of programs.
- Sis. M. Fiordelis will distribute the plan to the BOI for review and to make any changes.

BUDGET RECOMMENDATIONS

- Marketing, program development and training need to be added to the budget.
- Additional money is needed to increase the number of conferences.
- Will put back the one trip per year.
- Sis. Fiordelis will send out the budget for review once the recommendations are included.

ANYTHING ELSE FOR THE GOOD OF SOKOL

- At this time, a review and discussion on the attendance sheets for class members was had.
- Discussion was held about the flash mob presentation held around the Milwaukee Sports Festival and the lessons learned performing this type of activity.
- The merit award program was taken from the BOI and given to the education committee. Discussion followed regarding which committee should take responsibility for the merit award. Discussed the problems involved with the application process of the merit award. The rules for the merit award are not part of the bylaws; they are rules created outside of the bylaws.
- The World Gymnaestrada will be held in Helsinke, Finland. American Sokol would like to see 150 American Sokol members participate in this event as a celebration of 150 years of American Sokol. This should be added to the Business Plan. Sis. L. Laznovsky will be the champion for this activity. Details of the event: There is a land package costing \$1,800 - \$2,400. The trip is for 9 nights. Airfare is currently around \$840, but could cost \$900-\$1,300. The deadline for a deposit of \$250 is May 15, 2014. The trip will take place July 10-19, 2015. Friday would be the travel day. Three performances would be given by Sokol members participating. Side trips to nearby Astonia, St. Petersburg and Sweden are possible. There is money on budget from the American Sokol Performance Team that could possibly be used to fund some of this trip's expenses. Sis. Laznovsky will send out more details about this celebration.
- Bro. H. Wise thanked all for the opportunity to have this face-to-face conference. A lot was accomplished at this conference.
- The next ASO BOI conference will be held at convention time. If money is raised to hold another Directors' Conference, it would be in October 2014.

This meeting adjourned on November 24, 2013 at 12:10 p.m.

Respectfully submitted,
Beverly R. Domzalski, BOI Recording Secretary