



CENTRAL WISCONSIN OFFICIALS ASSOCIATION

CWOA Annual Business Meeting Minutes 2025

Agenda:

1. Approval of 2024 Minutes
2. Opening Comments
3. Financial Report & TK Classic
4. Sport Committee Reports
5. Bylaw Changes
6. Officer Elections
7. Closing

Call to Order – Nick Pilsner, President (0:31)

- 6:02pm, 18/54 current members in attendance (Zoom participant screenshot also shown in attachments section):
Nick Pilsner, Sayer Jackson, Michael Igl, Pete Nievinski, Connor Ellenbecker, Curt Johnson, John Ourada, Justin Haupt, Matt Kleinhans, Mike Czech, Nick Solum, Rich Olson, Rob Cebula, Ron Rasmussen, Shawn Sullivan, Tim Staege, TJ Beck, Todd Mayr
- Quorum established
 - Need 11/54 members for 20+% of membership, as outlined in by-laws
- Meeting recorded to Zoom, and uploaded to YouTube
- Meeting minutes by Sayer Jackson, secretary
 - Video recording of meeting available here: [CWOA Annual Business Meeting 2025](#)
 - Time stamps for each agenda item are included with a link in the minutes

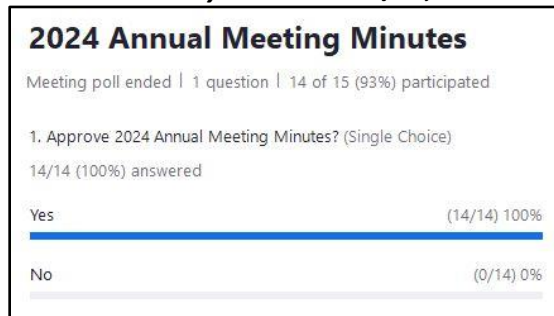
1.) Approval of 2024 Annual Business Meeting Minutes – Sayer Jackson, Secretary (1:13)

- Overview of 2024 Meeting Minutes and guided members to where those minutes would be available for reading or viewing (YouTube timestamps)

Motion by Pete Nievinski to approve 2024 annual meeting minutes

2nd by Todd Mayr & Rich Olson

Motion carries by Zoom Poll 14/15, 1 abstain





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2.) Opening Comments – Nick Pilsner, President (7:02)

- Membership improvement, up 7 members from 47 to 54
- Quarterly Newsletter to keep membership in the loop about CWOA happenings
- Basketball created Help Needed Notification Email for members who needed a sub, worked most of the time and was successful planning to keep it for next year
- Online apparel shop, good to see members wearing CWOA apparel, may not run the shop every year, but will continue to gauge membership interest
 - **Nick Solum** asked if we had any reports on how many people purchased and how much stuff was purchased
 - **Nick Pilsner** did not have that information
 - **Justin Haupt** said he could find that data from his email and share it
- Discussed end of season reviews/surveys for member feedback

3.) Financial Report & TK Classic – Pete Nievinski, Treasurer & Nick Pilsner, President (10:11)

- Pete gave an overview of revenue and expenses
 - Account balance started at \$2,209.34 and ended at \$2,977.06
 - Revenue: \$1,933.91
 - Expense: \$1,166.19
 - Net Profit: \$767.72
- Nick provided a high-level budget for 2025-2026 estimating net profit of \$200-\$250
 - Sayer said he will review Wix charges for the website and see if we can reduce expenses there
 - Nick S also anticipates around +\$5 per attendee for the CWOA Football Clinic

Motion by Mike Igl to approve 2024 financial report

2nd by Nick Solum & Justin Haupt

Motion carries by voice vote (no zoom poll prepared for this item)

Tom Kislow Memorial Fund – Justin Haupt, Basketball Chair (17:28)

- Justin provided background information on tournament, donation, and memorial
- These will likely be the last couple years of the TK Tournament, this year and maybe next year
- Recent donation amount has been \$300 per year

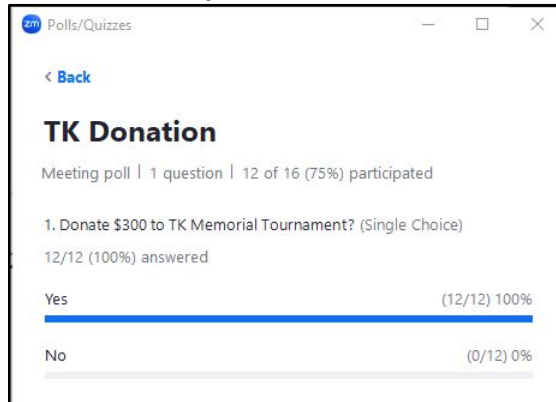
Motion by Sayer Jackson to continue \$300 donation to Tom Kislow Memorial Fund

2nd by Pete Nievinski & Justin Haupt



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Motion carries by Zoom Poll 12/16, 4 abstain



4.) Sports Committee Reports – Sport Committee Chairs (21:25)

- **Basketball – Justin Haupt, Basketball Chair (21:32)**
 - 3 meetings, good feedback from members on the content that was provided, emeritus CWOA members agreed and may be interested in coming back and being involved with the association
 - Thank you to members who sent in clips
 - Quizzes that were sent out seem to be well received
 - Working on a starter guide for the first month of the season to be prepared for weird situations such as fights and overtimes
 - Shout out to officials that worked postseason, proud of the fact that central Wisconsin was well-represented at both the girls and boys state tournaments
 - Still working on building out camps and outreach efforts to recruit new officials, planning a camp at Marathon, a panel in the Colby/Abbotsford area, and Mike Igl providing opportunities in the Antigo area
 - Nick Pilsner added that the CWOA helped assigned a youth tournament
 - Justin Haupt also added that the CWOA may be partnering with UWSP for future youth camps or high school camps and assigning officials for those camps
- **Football – Nick Solum, Football Chair (27:35)**
 - 2 in-person meetings, late start due to last year's annual meeting structure
 - Shout out to CWOA member Shawn Umland and crew who worked the D4 State Championship
 - Weekly quizzes were well received
 - Working on getting clips and unique plays for future meeting content, asked membership to provide plays for learning
 - Planning a CWOA football clinic at D.C. Everest, worked with AD Mike Mathies. Date is set and registration is open. So far there are 3 officials



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- registered who are not CWOA members. Sent out information to surrounding areas and hoping for a good turnout
- Nick Pilsner gave Nick Solum kudos for running interactive football meetings with great content, thanked him for stepping into the football chair role and provided positive thoughts for a great camp
 - **Baseball/Softball – Mike Igl, Baseball/Softball Chair (30:22)**
 - 1 meeting, 10 attendees, looked over new rules
 - Member Don Aanonsen reviewed some game situations and discussed them from both baseball and softball perspectives
 - Asked by a couple school districts to attend job fairs and talk about officiating
 - Thanked members for all the support and well-wishes regarding his neck-fusion surgery, excited to get back on the field/court soon
 - Discussion amongst members at the Baseball/Softball meeting about recognizing volleyball as a CWOA sport, but may not be the best time to pursue that
 - Nick Pilsner mentioned that is why we have the process for the CWOA acknowledging new sports and it is not a problem at all that volleyball didn't pan out this time around

Motion by Rich Olson to approve sport committee reports
2nd by Matt Kleinhans

Motion carries by Zoom Poll 14/16, 2 abstain





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5.) By-Law Changes – Nick Pilsner, President (34:37)

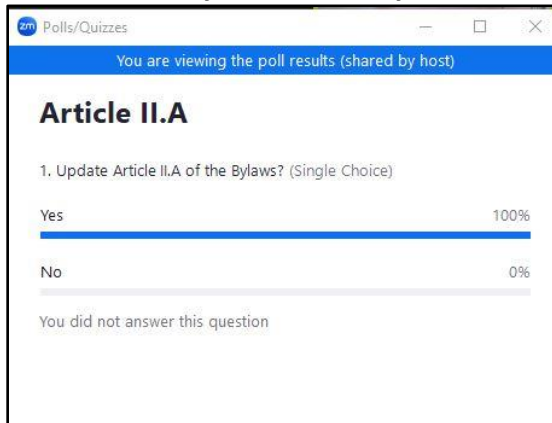
- Nick Pilsner and Scott Belanger took first pass at change proposals and brought the rest of the board in for review in preparation for presenting to membership
- **Article II.A (35:14)**

Article II.A	
<u>Current</u>	<u>Proposed</u>
<p>A. MEMBERSHIP QUALIFICATIONS. Membership in the Corporation is available to persons involved in, or associated with, sports officiating and registered with the WIAA, or other individuals as approved by the Board of Directors. The Corporation reserves the right to verify licenses and backgrounds and to assign a CWOA Member number.</p>	<p>A. MEMBERSHIP QUALIFICATIONS. Membership in the Corporation is available to persons involved in, or associated with, sports officiating and registered with the WIAA, or other individuals as approved by the Board of Directors.</p> <p><u>Purpose</u> We have not done any of this in recent history and do not intend to. WIAA does licensing and background checks. Don't see a reason for assigning CWOA member numbers.</p>

Motion by Rob Cebula to approve changes to Article II.A

2nd by Rich Olson

Motion carries by Zoom Poll, 16 yes votes





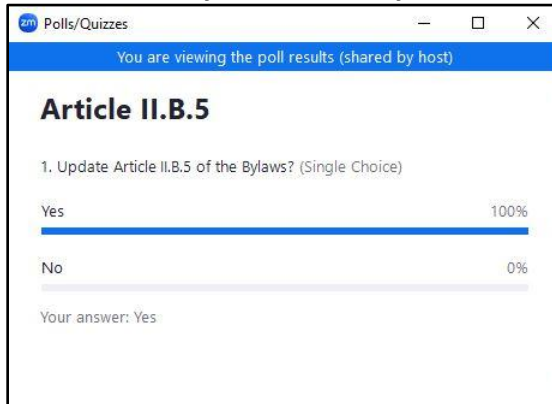
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- **Article II.B.5 (37:44)**

Article II.B.5	
<u>Current</u>	<u>Proposed</u>
B. MEMBERSHIP EXPECTATIONS. Members of the Corporation are expected to: Attend and actively participate in meetings, honor contracts, dress professionally, and be physically and mentally prepared.	B. MEMBERSHIP EXPECTATIONS. Members of the Corporation are expected to: Attend and actively participate in meetings, honor contracts, and act in a professional manner.
	<u>Purpose</u> We don't have the expertise and professional background to determine if someone is physically and mentally capable.

Motion by Todd Mayr to approve changes to Article II.B.5
2nd by Justin Haupt

Motion carries by Zoom Poll, 15 yes votes





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- **Article II.D.1.d (40:12)**

Article II.D.1.d.	
<u>Current</u>	<u>Proposed</u>
D. HONORARY MEMBERSHIP. Retired officials and others who have contributed outstanding service to the Corporation may wish to continue their affiliation.	D. HONORARY MEMBERSHIP. Retired officials and others who have contributed outstanding service to the Corporation may wish to continue their affiliation.
1. Honorary members are those who meet the following requirements:	1. Honorary members are those who meet the following requirements:
d. Must be accepted by a two-thirds (2/3) vote of the Board of Directors or by a two-thirds (2/3) vote of the membership.	d. Must be accepted by a two-thirds (2/3) vote of the Board of Directors or by a two-thirds (2/3) vote of the membership.
	<u>Purpose</u>
	Streamline the honorary membership process.

- Todd Mayr and Rich Olson both noted there is no change presented on this slide
- Nick Pilsner corrected the slide to show what the current by-laws say

Article II.D.1.d.	
<u>Current</u>	<u>Proposed</u>
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	<u>Purpose</u>
	Streamline the honorary membership process.

Motion by Rich Olson to approve changes to Article II.D.1.d

2nd by Sayer Jackson

Motion carries by Zoom Poll, 16 yes votes

Zoom Polls/Quizzes window showing poll results for Article II.D.1.d.

You are viewing the poll results (shared by host)

Article II.D.1.d.

1. Update Article II.D.1.d. of the Bylaws? (Single Choice)

Yes	100%
No	0%

Your answer: Yes



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- **Article II.D.2.b (44:12)**

Article II.D.2.b.	
Current	Proposed
<p>D. HONORARY MEMBERSHIP. Retired officials and others who have contributed outstanding service to the Corporation may wish to continue their affiliation.</p> <p>2. Honorary members have the following rights:</p> <p>b. Will not be allowed to vote in the affairs of the Corporation.</p>	<p>D. HONORARY MEMBERSHIP. Retired officials and others who have contributed outstanding service to the Corporation may wish to continue their affiliation.</p> <p>2. Honorary members have the following rights:</p> <p>b. Will be allowed to vote in the affairs of the Corporation.</p> <p><u>Purpose</u></p> <p>Honorary members can play a huge part in where we want to go with camps/education/recruitment. We should not be excluding that experience willingly.</p>

- **Tim Staeger** voiced disagreement with honorary members getting a vote, he stated he feels if they want to vote, they should be a dues paying member
- **Rich Olson** asked if we have any honorary memberships
- **Nick Pilsner** said that there are currently no official honorary members, however, Nick has been inviting folks to meetings and Andy Krautkramer has been running camps associated with the CWOA. The intent here is to formalize the role in the by-laws
- **Todd Mayr** asked what it takes for somebody to become an honorary member, are they paying dues or not paying dues?
- **Nick Pilsner** reviewed CWOA Honorary Member requirements from the by-laws

<p>D. HONORARY MEMBERSHIP. Retired officials and others who have contributed outstanding service to the Corporation may wish to continue their affiliation.</p> <p>1. Honorary members are those who meet the following requirements:</p> <p>a. Must have been a member in good standing of the Corporation for at least five (5) years.</p> <p>b. Must have been a significant contributor to the advancement and welfare of the Corporation.</p> <p>c. Must no longer be a WIAA registered official.</p> <p>d. Must be accepted by a two-thirds (2/3) vote of the membership.</p> <p>2. Honorary members have the following rights:</p> <p>a. Will not be required to pay dues.</p> <p>b. Will not be allowed to vote in the affairs of the Corporation.</p> <p>c. Will not be required to register with the WIAA.</p> <p>d. Will be allowed to attend all meetings and social affairs of the Corporation.</p> <p>e. Will receive a certificate indicating their acceptance as an honorary member.</p>

- **Nick Pilsner** made a further case for this change to honorary membership and gave examples of how this change benefits the CWOA
- **Sayer Jackson** made the point that if we don't make this change, we are putting up unnecessary barriers for folks who may be willing to donate their and efforts to move the CWOA forward
- **Nick Pilsner & Sayer Jackson** spoke to the struggle that the CWOA has had filling board positions in the past few years



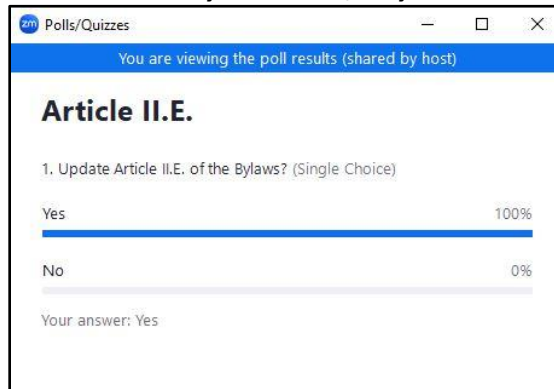
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- **Nick Pilsner** suggested reviewing all changes surrounding honorary membership that have been proposed and coming back to this one after those are reviewed
- **Sayer Jackson** agreed with that idea from Nick and this change was tabled until later in the meeting
- **Article II.E (49:41)**

Article II.E.	
Current	Proposed
E. APPLICATIONS FOR MEMBERSHIP. All applicants for membership must complete and sign the application form provided by the Corporation and submit the application to the principal office of the Corporation, located in the state of Wisconsin. Applications may be made either by paper application or by electronic means.	E. REGISTRATION FOR MEMBERSHIP. All seeking membership must complete and sign the registration form provided by the Corporation and submit the registration to the principal office of the Corporation, located in the state of Wisconsin. Registration may be completed either by paper or by electronic means.
	<u>Purpose</u> Clarification. Application sounds like there is a formal admittance process.

Motion by Nick Solum to approve changes to Article II.E
2nd by Rich Olson

Motion carries by Zoom Poll, 13 yes votes





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- **Article III.C (52:28)**

Article III.C.

<u>Current</u>	<u>Proposed</u>
<p>C. REGULAR MEETING. A regular meeting of the Board of Directors shall be held without notice immediately following the annual membership meeting. The Board of Directors may provide, by resolution, the time and place for the holding of additional regular meetings without other notice than such resolution.</p>	<p>C. REGULAR MEETING. The Board of Directors, and optionally chairpersons, shall meet quarterly throughout the year.</p>
	<p><u>Purpose</u></p> <p>More regular meetings to keep abreast of what is happening across the association.</p>

Motion by Sayer Jackson to approve changes to Article III.C

2nd by Pete Nievinski

Motion carries by Zoom Poll, 15 yes votes

Zoom Polls/Quizzes

You are viewing the poll results (shared by host)

Article III.C.

1. Update Article III.C. of the Bylaws? (Single Choice)

Yes	100%
No	0%

Your answer: Yes



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- **Article IV.A (54:40)**

Article IV.A.	
<u>Current</u>	<u>Proposed</u>
A. OFFICERS. The officers of the Corporation shall be elected from the membership and shall hold the positions: President, Vice-President, Secretary, Treasurer, and member at large, who are not members of a Sports Committee. Only members in good standing shall be eligible to be officers of the Corporation.	A. OFFICERS. The officers of the Corporation shall be elected from the membership and honorary membership and shall hold the positions: President, Vice-President, Secretary, Treasurer, and member at large.
	<u>Purpose</u>
	To not limit individuals if they want to commit more time to the association by being on the board and chairing a sport. Honorary members have a wealth of experience and knowledge they can bring to a leadership role.

- **Nick Pilsner** decided to withhold voting on this change involving honorary membership given the discussion around the changes to Article II.D.2.b until all changes regarding honorary membership were presented

- **Article VI.H (56:40)**

Article VI.H.	
<u>Current</u>	<u>Proposed</u>
H. VOTING. Each member in good standing shall be entitled to one (1) vote upon each matter submitted to a vote at a meeting of members. However, at a meeting involving an individual sport, only those members registered in that sport shall be entitled to vote.	H. VOTING. Each member and active honorary member shall be entitled to one (1) vote upon each matter submitted to a vote at a meeting of members. However, at a meeting involving an individual sport, only those members registered in that sport shall be entitled to vote.
	<u>Purpose</u>
	To not limit individuals who are no longer officiating but still want to contribute to the association.

- **Nick Pilsner** brought up the idea of how a quorum works with honorary members, are they included in the quorum?
- **Rob Cebula** mentioned that it seems honorary members have all the same rights as a regular member
- **Nick Pilsner** clarified that they currently don't, but some of these changes give honorary members more rights within the association

Motion by Rob Cebula to approve changes to Article VI.H

- **Sayer Jackson** suggested bundling the three by-law changes regarding honorary members into one vote
- **Rob Cebula** agree with the thought as long as that revision is allowed



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- **Sayer Jackson** thought it would be because if voted on separately there is potential for one to be approved and another not to be approved and then the by-laws are in a state of conflict with one another

Revised Motion by Rob Cebula to approve all changes to honorary membership in

- **Nick Solum** requested clarification on what those changes were to ensure everybody is on the same page
- **Nick Pilsner** agree to review the honorary member changes together
- **Tim Staeger** asked again how many honorary members the CWOA has
- **Nick Pilsner** answered that we currently have 0 honorary members
- **Nick Pilsner** reviewed the three changes to honorary members: Article II.D.2.d, Article IV.A, and Article VI.H and also chose to discuss changes to Article V.A because it is related to the other changes
- **Article V.A (1:01:48)**

Article V.A.

Current

A. **SPORTS COMMITTEES.** Shall be appointed by the Board of Directors and headed by a sports committee chairperson appointed by the Board of Directors. ~~The sports committee chairperson shall not be an officer of the Corporation.~~ Any deletions or additions to the committees will be approved by the Board of Directors.

Proposed

A. **SPORTS COMMITTEES.** Shall be appointed by the Board of Directors and headed by a sports committee chairperson appointed by the Board of Directors. **If a Board member is interested in chairing a sport committee the appointment must be approved unanimously by all other Board Members.** Any deletions or additions to the committees will be approved by the Board of Directors.

Purpose

To not limit individuals if they want to commit more time to the association. We have also had issues filling positions in the past.

- **Nick Solum** requested that we focus on the honorary membership
- **Sayer Jackson** noted that this changes the literature that says board members can't be on a committee
- **Rob Cebula** noted that Article V.A says the chairs can be appointed by the board of directors and is not a stop point regarding honorary membership
- **Sayer Jackson & Nick Pilsner** further explained how the changes in Article IV.A and V.A tie into one another
- **Sayer Jackson** suggested reviewing Article IV.A as two separate facets. Can honorary members be on the board? Do we want board members to also be able to be chairs?
- **Nick Pilsner** mentioned we should still vote on article changes separately, but wants membership to be aware of the changes that may impact each other



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- **Nick Solum** asked for clarification that we are basically vote if honorary members should get a vote and be able to hold board positions or sport committee chair positions
- **Nick Pilsner** verified Nick Solum's understanding is correct and also reiterated the other requirements of honorary board members

Motion by Nick Solum to allow honorary members to vote and hold office as an officer or a chair person

2nd by Justin Haupt

Motion carries by voice vote

- **Revisiting Article IV.A and Article V.A (1:08:26)**

Article IV.A.

Current

A. **OFFICERS.** The officers of the Corporation shall be elected from the membership and shall hold the positions: President, Vice-President, Secretary, Treasurer, and member at large, ~~who are not members of a Sports Committee. Only members in good standing shall be eligible to be officers of the Corporation.~~

Proposed

A. **OFFICERS.** The officers of the Corporation shall be elected from the membership **and honorary membership** and shall hold the positions: President, Vice-President, Secretary, Treasurer, and member at large.

Purpose

To not limit individuals if they want to commit more time to the association by being on the board and chairing a sport. Honorary members have a wealth of experience and knowledge they can bring to a leadership role.

Motion by Sayer Jackson to approve by-law changes to Article IV.A and Article V.A to allow sport committee chairs to also serve on the board

2nd by Tim Staeger

Motion carries by voice vote



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- **Article VII.A (1:10:16)**

Article VII.A.	
Current	Proposed
A. DUES. ... Dues are as follows: 1. \$30 for Basketball Only 2. \$30 for Soccer Only 3. \$35 for Football Only 4. \$55 for two or more sports	A. DUES. ... Dues are as follows: 1. \$30 per sport (Baseball/Softball is defined as one sport) 2. An additional amount may be added to a sport registration due if a significant expense, defined as an expense greater than \$500, is needed for a sport specific function. Such an addition will be voted on at the Annual Meeting or a Special Meeting called by the Board of Directors. 3. Dues may be satisfied for all sports by other means such as being a first-year member or for an individual sport by attending an association sponsored clinic in that respective sport.
Purpose Simplify due structure for expansion into other sports. Encourage sports to be more self-sustaining (ex. Hudl in Football). Promote the association and demonstrate its value to new officials.	

- **Rob Cebula** suggested revising the wording on item 3 to make it subject to board approval
- **Nick Pilsner** clarified that a non-member attending a CWOA camp or clinic could get membership through attendance. He also noted that he was purposefully vague using the word “may”
- **Tim Staeger** noted that item 2 of the proposed change is now in conflict with changes that were approved to Article III.C
- **Nick Pilsner & Sayer Jackson** clarified that item 2 is referencing Article III.D Special meetings and there are no changes proposed to that article
- **Nick Pilsner** revisited item 3 and if we want to add anything involving board approval
- There was discussion amongst members and it was settled to add “as approved by the Board” to the end of item 3 to give the board discretion on those means

Motion by Nick Solum to approve by-law changes to the due structure listed in Article VII.A

2nd by Todd Mayr

Motion carries by Zoom Poll, 15 yes votes





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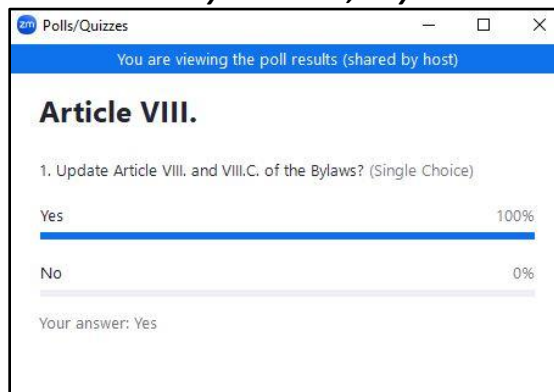
- **Article VII.A (1:19:20)**

Article VIII and VIII.C.

<u>Current</u>	<u>Proposed</u>
ARTICLE VIII – RECOGNITION OF NEW SPORTS	ARTICLE VIII – RECOGNITION OF NEW SPORTS AND REMOVAL OF INACTIVE SPORTS
	C. REMOVAL. A sport will no longer be recognized by the association if meetings are not held over a two year timeframe. The sport can be reintroduced by the process outlined in Article VIII.B.
	<u>Purpose</u> Provide a way for the association to terminate inactive sports. This would remove Soccer.

Motion by Rob Cebula to approve proposed by-law changes in Articles VIII and VIII.C
2nd by Rich Olson

Motion carries by Zoom Poll, 15 yes votes



- **Overall Summary of By-Law Changes that were approved. This summary was added to Article XI – Document Update History:** Amended, April 2, 2025: Editorial changes to better align with modern practice of the CWOA (Articles II-A, II-B-5, II-E, III-C), Revised the acceptance process and rights of Honorary Members (Articles II-D-1d, II-D-2b, IV-A, VI-H), Allowed board members to also serve as sport committee chairs and outlined process for approval of such appointment (Articles IV-A, V-A), Updated due structure, outlined process for approving additional dues as needed per sport, and allowing the board to approve waiving dues in situations such as first year members and CWOA clinic/camp attendance (Article VII-A), Outlined process for removing inactive sports (Articles VIII and VIII-C).



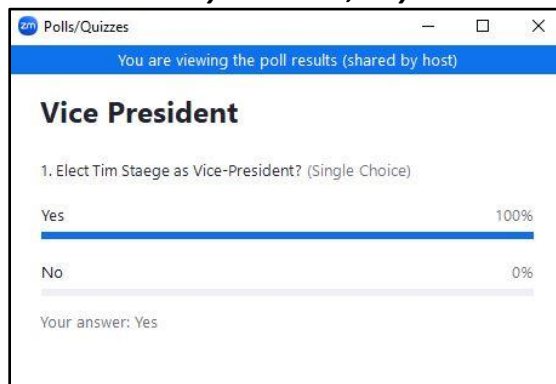
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6.) Officer Elections – Nick Pilsner, President (1:23:05)

- **Vice President (1:23:11)**
 - Scott Belanger is not interested in running for re-election
 - **Tim Staege** expressed interest in running for the vacant Vice President position. Tim stated his kids are a little older and feels he has the time to positively contribute to the CWOA in the role

Motion by Todd Mayr to elect Tim Staege as Vice President of the CWOA
2nd by Justin Haupt

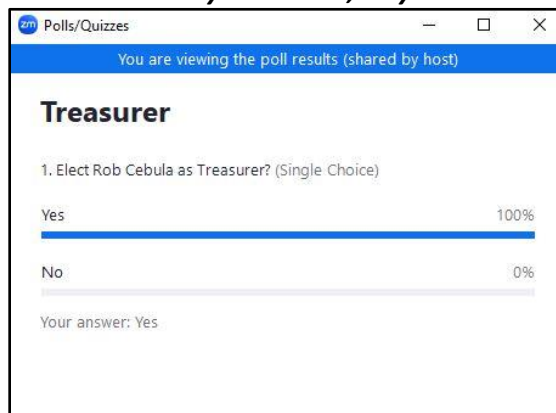
Motion carries by Zoom Poll, 16 yes votes to elect Tim Staege as Vice President



- **Treasurer (1:25:40)**
 - Pete Nievinski is not interested in running for re-election
 - No members expressed interest in running for the vacant Treasurer position
 - **Rob Cebula** said he is not interested, but if there is a need, he is willing

Motion by Justin Haupt to nominate Rob Cebula as Treasurer of the CWOA
2nd by Matt Kleinhans & Tim Staege

Motion carries by Zoom Poll, 16 yes votes to elect Rob Cebula as Treasurer



- **Nick Pilsner** thanked Scott and Pete for their time on the board serving the CWOA



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7.) Closing Comments - Nick Pilsner, President (1:28:22)

- Nick reiterated that it is an exciting time to be a CWOA member, proud of the work done in 2024-2025 and challenge members to be on the lookout for growth opportunities in the future

8.) T-Shirt Order (new business, not on original agenda) – Nick Solum, Football Chair (1:31:05)

- Nick Solum led a discussion surrounding a T-shirt order and if we wanted to do a bulk order to have t-shirts on hand to give out and get the CWOA name out there.
- Logo:



- Membership decided to have Nick order what he needed for the clinic and the association can revisit ordering more shirts in the future if needed

9.) Closing of the Annual Meeting – Nick Pilsner, President (1:40:06)

Motion by Matt Kleinhans to end the 2025 CWOA Annual Business Meeting

2nd by Justin Haupt

Motion carries by voice vote



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2025 CWOA Annual Business Meeting Attendance (screenshot from Zoom)

Participants (18)

Find a participant

	Sayer Jackson (Co-host, me)		
	Nick Pilsner CWOA President (Host)		
MI	Michael Igl		
P	Pete Nievinski pnievinski		
C	Connor Ellenbecker cellenbecker		
	Curt Johnson		
JO	John Ourada		
J	Justin Haupt Justin		
MK	Matt Kleinhans		
MC	Mike Czech		
NS	Nick Solum		
RO	Rich Olson		
RC	Rob Cebula		
	Ron Rasmussen		
	Shawn Sullivan		
TS	tim staege		
TP	TJ Beck TJ's Phone XS Max		
TM	Todd Mayr		