

Meeting Minutes - Rugby Indiana February 15th, 2026

Roll Call of Board Members:

All members joined via Online

Remote: Sam Hatlem, Taylor Badal, Joey Hamby, Jay Hinkel, Keith Huehls, Wayne Eells, Bryce Campbell, Jeff Russell, Michael Shepard, and David Toth

Call to Order 7:06PM

To start February's board meeting, we welcomed Michael Shepard to the Rugby Indiana Board.

Executive Director Report

The level 1 coaching class has filled out. We are waiting to find out if we can get a secondary level 1 coaching class booked.

Per Rugby Indiana's policy, if a club is inactive for 2 calendar years, the club should be shut down in the system and budget. Center Grove is up for this to be enacted. Pre-season paperwork hasn't been filled, and no one has made contact with Rugby Indiana. Motion passed and carried to go ahead and close their accounts affiliated with Rugby Indiana.

Financial Report

Wayne updated everyone on where we're at financially. Financial reports enter our DropBox a week before our monthly meetings.

Budget Approvals

2026 budget approvals are being brought up for the February board meeting. Motion to adopt the budget was carried after a few questions were answered.

Spring Dash Board

Numbers are looking a bit low so far for Spring season, but we think it's weather related for now.

Parent Survey Results

Wayne reviewed results for the parent survey, and has the results located in DropBox. One of the things Wayne wants to work on is communication plans and "101" sheets for clubs and parents. Parents felt that was something that was missing. The refereeing 101 toolkits are readily available for board members to view and work on before the March meeting. Wayne wants to find something to have coaches work on interpersonal skills and their relationships with

the parents. Another issue that came across on the parents survey was the cost of playing being unclear throughout the season.

Mental Health App Update

Wayne has upcoming meetings coming up with Rugby Washington and Rugby Colorado to understand groups that have used the app already. We anticipate having a better understanding after he meets with both groups. A decision will be pushed to another meeting after the board has clarity.

Jeff Russell Ref Proposal

Jeff is proposing that we do something about the referee shortage above and beyond what we've done in the past. He claims that there's continuing issues due to the shortage of referees. He would like Rugby Indiana to dig further into the issues and help out with what we can as a board. He'd like to bridge the gap between the recruited referees and usher them into continuing their refereeing careers. Wayne stated that we have not had games go uncovered, but we are wearing the current referees we have. Alluded to confirming there is a somewhat shortage. "Red Shirt Referee Program" This would be scheduling intramural / friendly matches and having a new referee ref the game with guidance from a vetted referee with feedback at the end. Jeff is asking the board for willingness to talk about it, answering questions, and figuring out ways that Rugby Indiana can help bridge this gap. Jeff has plans of bringing this up to the Referee Society this month.

Focus Area Buckets Overview and Discussion

Buckets were developed at the board summit. We spent a few months in 2024 as a board hashing these out with ideals/ goals and the reorganization of these. Today we want to decide whether they are still relevant, and which ones may have to be changed. Each of the buckets are documented and sent to each board member.

Bucket 1 - Ethos of Rugby.

Back then culture in rugby was shifting and clubs were struggling with sportsmanship between players, coaches, parents, and referees.

Get rugby culture back

Sportsmanship

Dysfunctional Board at club level.

North vs. South

Bucket 2 - Working with Club Stability

Stabilizing clubs

Clubs learning how to ask for help

5 Star

Bucket 3 - Communication

Board/Club and Club/Parents

Developing clear lines of communication as intended by Indiana Rugby

Rebranding

Know who we are and that we appeal to our mission and customers

Equity of Clubs

School affiliated or not

Clubs lacking resources

Bucket 4 - Sphere of Influences

Bucket 5 - Health of Competition

Teams dropping

Referee Shortage

Communication between teams

Adjourn: Motion by Sam Hatlem, Keith Heuhls

Meeting adjourned at 9:00PM