

**Meeting Minutes - Rugby Indiana  
November 30th, 2025**

**Roll Call of Board Members:**

All members joined via Online

Remote: Sam Hatlem, Taylor Badal, Joey Hamby, Jay Hinkel, Keith Huehls, Wayne Eells and David Toth

**Call to Order 7:05PM**

**Executive Order Report**

- Sponsorship Presentation

Wayne has multiple meetings scheduled for our sponsorship plans. The proposal is for clubs who provide us a sponsor lead, Rugby Indiana will give \$200 and if the sponsorship exceeds \$2000, there will be additional benefits. Multi-year would be up for consideration. Up for clubs only - not individuals.

Wayne's original notes/proposal are as follows:

I am suggesting that ANY CLUB that sends us a contact/Lead for a company that is NOT one we already have/developing/etc – that once a sponsorship agreement is signed, RI issues a \$200 finder fee to that club, and once that sponsorship is completed, an additional 10% of NET sponsorship revenue of that NET is greater than \$2,000 (that first \$200 is applied as 10% of the net).

All voted to continue on with the sponsorship efforts.

- Leadership Academy

Talked about the leadership academy and the potential ability to add to the Five Star program as “bonus points” as an incentive. No concerns arose as talking about the leadership academy and all voted to move forward.

- Champion Mindset Program

We're looking for a value added program that we can wrap into our social media presence. We want to show the value we place on our players and their well-being. It may potentially assist in Five Star as well. Adding tools to the toolbox for the coaches. Keith brought up that we may make things confusing with multiple tools, but if we make things intentional and easy to find it'll be more effective. Joey Hamby recommended auditing our website to understand where a disconnect may be with the tools and the website accessibility for the

coaches. All board members are okay with moving forward with the champion mindset program. Keith will be looking through the website to audit.

- Rugby Ambassador Program

This is an addition to Rugby Indiana but will not be additional work for coaches/volunteers. This is a selected volunteer that is facilitating rugby's growth in their community. Ideally a 12 month commitment, but they could leave at any time. We'd like them to stay on as they get their feet in the door in their communities. Possibly parents, alumni, or other involved parties. There will be multiple people able to fulfill this position, we have not added an ideal number or a maximum. There will be an interviewing process. All in favor of continuing research of the Ambassador Program.

- Mental Health Check-Ins

An app that Rugby Indiana can roll out to help with mental health check-ins within SafeSport guidelines. Mental health affects a lot of players and this can help with getting them help earlier. Bryce has positive connections with the app - but he is not present. Was suggested by Wayne. No age demographic determined. Joey wants to add ties into local resources for coaches and training to further help if needed. Further digging will be needed, and Joey Hamby is going to do further research on the app. We want to continue researching and have Bryce speak on it before we come to an agreement. Many board members are on the fence until further information is provided.

- Rugbycology Proposal

Rugbycology is a tool for us to get the real statistics for gameday. Keeps emotion out and helps tracking purposes. It is done by an individual via phone in real time during the game. They have proposed doing a trial with our Rugby Indiana D1 teams for the cost around \$2,000. About \$1,300 a club or if Rugby Indiana implements it it would be around \$500 a club. The trial would be covered by Rugby Indiana for the D1 programs. This includes boys and girls. After the trial it would be up to the clubs. Board members agreed to continue getting more information before decisions. Wayne will facilitate a meeting to bring up concerns and questions from the board.

## **President Business**

Joey Hamby spoke with Jack Russell with the potential of being a new board member. He has an interest in sprouting momentum in finding places that don't have rugby clubs and trying to start them there. He has vast involvement with Rugby in Indiana. Interviews will have to be held to give him a general understanding of the board and if the interest persists. According to the bylaws, the board can nominate individuals for open seats within the board if not filled. There are two open seats. Unanimous vote to instate Jack Russell into the club as long as he meets the requirements as listed in the bylaws.

Joey and Wayne will be looking over Five Star before presenting at the next coaches meeting.

**Adjourn:** Motion by Keith Huelhls, Second by Sam Hatlem.

Meeting adjourned at 8:55PM