

**Arizona Region of USA Volleyball
Executive Board Meeting
Minutes
August 02, 2008**

1. **Call to Order** 10:30 a.m. at the Region office, 2105 S. 48th St., Ste 108, Tempe, AZ 85282

2. **Roll Call**

Present: Commissioner, Harold Cranswick; Sec/Treasurer, Becky Hudson; Officials Div Coordinator, Peter Meyer; Adult Div Coordinator, Ron Pelham; ECO, Dan Kaminskas

Absent: Jr Division Representation

4. **Approval of the Agenda –**

Motion 1: To approve the agenda as scheduled (Meyer/Pelham/MC)

5. **Approval of the minutes**

Motion 2: To approve the minutes of the Feb 13, 2008 meeting as written – (Meyer/Hudson/MC)

Motion 3: To approve the minutes of the Sept 11, 2007 meeting as written – (Meyer/Hudson/MC)

6. **Officers' Reports**

Commissioner

a. Information/News -

- i. **Golf Tournament** – Saturday, Sep 20 at Arizona Grand Resort
Christy is working on a new pamphlet. Harold is concerned on what is going to happen now that Christy is ill.
- ii. **Fall General Assembly** – Sunday, Sept 21 – 12 noon lunch, 1 pm start - Radisson Airport Phoenix
- ii. **National meetings** - ROD & YJOVD meetings in Colorado Springs, CO on Oct 10-12. Harold has emphasized to the Jr Board the need to have representatives attend. Harold and Becky can no longer attend the YJOVD meetings because they are scheduled at the same time.
- iv. **Newsletter** – Articles due to Eric for the Fall 2008 newsletter
- v. **Facilities Update** –
Harold, Becky and Michael Lindsay have met with Tom Rogers, a local AAU basketball and Scottsdale YMCA employee, and 3 others from Chicago who are in the initial stages of development of a project in Arizona. This looks promising. The facility will include 6 basketball/12 volleyball courts of all wood floors. The spectator and playing areas are on separate levels. Office space has been

offered for the Region – this includes shared meeting space. There will be plenty of parking and team rooms adjacent to each court. There will be a YMCA sharing the building. They need about 75% commitment before they will secure the funding. Under the best of conditions it will open Fall of 2009.

American sports Centers still in negotiations with the city of Avondale for an 8 courts facility.

There is a new facility in the Queen Creek area – the landowner is putting up a multiuse facility with 4 volleyball courts. It is set up the same way as the Arizona Sports Center facility with the 4 courts in the middle of the hockey arena.

All of these will cost us more than what we are paying now for courts – expected \$50 per hour per court – twice what we are currently paying. We are going to have to figure out how to pay for this. We can't pass this all along to our clubs. We need to generate more revenue that we can use for this so as to not pass this on to our clubs.

b. **Region Office Information** – Becky Hudson

i. **Office Update**

It is very quiet right now. There is not a lot of information available with which to produce our new season information.

Boys are set to start Sept 1 with tryouts.

Maybe use Lisa and Christy for Parent videos – or to update codes of conduct into one document

- ii. **National Registration system** – We will most likely have to use the USAV WebPoint registration system for the 2009-10 season. It is not something we are moving towards willingly. USAV is making it harder and harder for the other systems to comply with the way they require the data to come to them forcing the Regions to get on board. The new system will require that each member register on their own before they can tryout or participate in any way. This is going to drastically change our registration period and way of doing things.

Secretary/Treasurer

a. **Treasurer's Report:**

July 2008

Income:	\$	2,441.00
Expenses:	\$	73,227.10

Balance in checking account as of	6/30/08 = \$	6662.78
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Balance in Money Market Account as of	6/30/08 = \$	327,852.94
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Balance in Development Fund as of	6/30/08 = \$	900.64
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b. **Marketing/PR Update** – Eric Hodgson

i. **Website**

Steve Cecil is working with us to revamp entire site. If any of you has a site you think can fit our needs and make it more manageable to navigate, we are all eyes. Need feedback on what specific needs each of the boards might have to make sure we get it right and better than before.

ii. **Sponsorships** – No report on this at this time

Harold will talk to Eric about splitting the Marketing and PR responsibilities. All the sponsorship contracts have now expired. We need to get this going. Eric is not really interested in the sponsorship portion of his job. We will be looking to build incentives into the compensation for the marketing/sponsorship position.

iii. **Fundraisers**

Golf Tournament – Christy is working on the golf tournament

Interesting thing happened with HP. Three families gave their \$250 commitment fees back to the Region as a donation to the program and one other sent in a \$100 check. It seems if the parents think they got their money's worth, they are apt to open their wallets.

Officials Division Coordinator – Peter Meyer

a. Information/News –

- i. Commendations to the candidates for passing. The division leadership did some intense work with them prior to sending them. Peter stepped in for Jim who had some personal conflicts and coordinated more observing of the candidates.
- ii. JODP went well this year – expanding to Tucson in 2009. Interested players should still contact Bob and Earl. Ron will help focus the Southern Zone JODP. Ron has talked to some junior players already. Peter will add co-directors for the Southern Zone to his budget. We can also use existing 18's teams to referee if needed.
- iii. Peter felt like we did a good job of wrapping up the issues that came to him this year.
- iv. Relative to other regions are we bringing on more National level candidates – per capita we are above the norm. We are doing well in this area.
- v. Another level of training needs to be done for the bulk of officials. They will be really focusing on dealing with conflict at the sites in their training sessions.
- vi. In Arizona we have a hard ceiling on where our officials can get work after reaching the higher levels. Officials are leaving the junior college level because they can get paid more at the high school matches. The Pac-10 is so deep it is difficult to get into.

Adult Division Coordinator – Ron Pelham

a. Information/News –

- i. Officials for the Adult tournaments will facilitate for pool – 1 for 2 or 3 courts and ref for the bracket portion
- ii. Could we split the women and men on different weekends? Ron has heard from several that they could then watch their spouse play instead of playing at the

same time in another gym. They like to play in the same venue but can't most of the time because of the courts we have and the format we have to use because of the number of teams we have.

- iii. Ron and Becky will work out a schedule when we have more girls National Qualifier information. Ron would like to have a finishing party following the Region Championships.

Junior Division Coordinator – No report

- a. Information/News
 - i. **Boys Season** - the schedule has been released . The Jr Board has approved an R1 on all matches for the Open Division.
 - ii. **High Performance** – Eric Hodgson
HP Championships in Tucson – Our Girls Youth team won the International Youth Division of the HP Championships. Betsi Metter was the Tournament MVP, Haley Lowrance was named Best Setter, Michaela Christiansen was named Best Passer. The Girls National Select team won the Bronze Division. The Boys Youth team won the Silver Division in the Boys International Youth Division. All teams did better than we expected at the tournament.
 - iv. **Junior Beach Program** – Eric Hodgson
The Junior Beach program is winding down for the summer. We will have a King/Queen of the Beach tournament next week. We may look at putting together bigger but fewer tournaments next summer. This will be less wear and tear on staff, and make the tournaments more valuable to sponsor/athletes/parents.

7. Committee Reports

- a. **Ethics and Compliance Committee** – Dan Kaminskas
 - i. **Document review** –
Reviewed the Jr Club Director Agreement, the codes of ethics for players, parents and coaches that are posted on the website. We need to consider merging the Region codes and the USAV codes into one code of conduct for enforcement purposes. Changes were made to all the named documents that would make them clearer.

Recommendations to documents by Dan –

1. Parents Code of Conduct - Require a signature and date – collect them
 - If kid joins the region the parent must sign the parent code of conduct and file with the club. The club is responsible for the parent. Unless the parent joins the Region we can't hold them to the USAV code of conduct.
Maybe have the club sign that they have given and discussed the parent code of conduct with their parents, or
 - Modify membership form to require parent signature indicating they have read Parent Code of Conduct,
 - Add: If an issue of concern arises I will report the incident to my coach, official, club director or the AZ Region. I will not take the matters into my own hands.

2. Officials code of conduct

- Reference coming alcohol and drug free

Having these codes of conduct on the website gives the impression that we are holding people to these standards. Possibly re-title the codes of conduct on the website and reference the code of conduct from the USAV membership form - AZ Region code of conduct for Players, Officials, Parents and individuals. USAV Drug Policy is referenced on the membership code of conduct. Where can we find this?

ii. Incident Reports

Summary:

- 3 – 4 blackout questions – most were handled by Jonathan
- Litchfield Park Juniors – stood out – Gallegos won the suit based on if you pay the same you should be treated the same in regards to play time and pay.
Griffith – not known what happened
Wigwam Issue with refs – this is a tournament sanction issue
- 12's parents – Zia parents – no one observed them drinking but they appeared intoxicated. Eric handled at the club level.
- AZ Fear 14's coach – Peter took care of this
- Andja Mann vs Dinamo parents – Dinamo director, Chris Gonzalez is supporting parents. Andja was supposed to supply video tape to the office. Talk to Andja for a sanction on the parent – if she filed a restraining order. The difficult part of this is that we received a letter from an AZ Storm player indicating how frightened she was for the safety of her coach. She was there and witnessed the incident that brought about the restraining order. We must hold the club director of Dinamo accountable for his parents' behavior – he is on notice. Future problems with his parents could bring further sanctions. He can appeal to the office. Becky to draft the letter and send to Dan.
- AZ Sky using illegal player at Club Region Championships – There is no reason for this club director and these coaches not to have known that what they were doing was illegal. The policy on borrowing a player is in all the IMPACT manuals, the Club Director Handbook and on the website. 1 year probation for DT Nguyen, Chanda Ford, Earl Capps – Becky to draft the letters and send to Dan. Team will be stripped of the 5th place finish.
- East Valley Juniors – coach that walked out at Nationals will be investigated further and response sent to parent that submitted info.

Create:

- Electronic rule for anyone at the scorer's table. To be enforced by the officials. Bring a 5 point penalty to using electronics at the score table. The officials address this with the ref team before the match. Reinforcement should happen by the Site Director so that all are in sync. Add this to What's New for 2009.

- b. Budget Committee – budgets are being finalized by each division coordinator and will be brought to the next Ex Board meeting to merge and adopt the budget.

8. Old Business:

- a. Changes to the Constitution and By-Laws – Harold Cranswick - tabled
Create of an outside position on the Executive Board?

9. New Business

- a. **Twentieth Anniversary of Arizona Region –**
Becky to get with Odditees on a design for the 20th anniversary logo. The logo will be put on all officials and staff shirts for the 2009 season. These shirts will be produced and ready to wear by the start of the 2009 season. A couple of the shirts could be used as golf tournament prizes.
- b. **Changes to the Constitution and By-Laws – Harold Cranswick – tabled – No junior representation at the meeting.**

Create of an outside position on the Junior Board? Input? Thoughts?

Motion: Move to add a seventh position on the Junior Board that is specifically designed to represent the boys. The position would receive the same compensation as a member of the Junior Board. The position would be elected in the same manner as the rest of the Junior Board members except that the position would be the equivalent of an at-large position representing boys in the entire Region.

Rationale: Currently there is no one who represents the boys on the Junior Board. Each of the 6 Junior Board members in the past has been a Club Director for a girls club and has represented girls' interests very well. Having a single Board member to represent the boys would give the boys program the attention it deserves. This would also put 7 members on the board creating an odd number of members.

- c. **Contract prices for the 2008-2009 season -**
Motion 4: Move to approve the contract prices for the 2008-2009 season as follows:
(Meyer/Pelham/MC)

Junior Boys Open: \$ 935 for 5 tournaments plus the Region Championships
Junior Boys Club: \$ 810 for 6 tournaments plus the Region Championships

Junior Girls Open: \$ 820 for 4 tournaments plus the Region Championships
Junior Girls Championship: \$ 810 for 6 tournaments plus the Region Championships
Junior Girls Club: \$ 810 for 6 tournaments plus the Region Championships
Junior Girls Club Zonal: \$ 810 for 6 tournaments plus the Region Championships
Junior Girls 12's: \$705 for 5 tournaments plus the Region Championships

Adults: \$ 775 for 5 tournaments plus the Region Championships
Adults Pay as you Go: \$150 for each tournament including Region Championships

- d. **Background Screening**

Motion 5: Move to increase the price for background screening to \$ 20. (Meyer/Hudson/MC)

Rationale: The price for background screening has been \$16 since its inception. The Region has charged members exactly what the company charged the Region. Now, the price has increased and the Region must address that increase.

e. **Arizona Region Budget for 2008-2009** - tabled

Motion: Move to approve the Arizona Region budget for 2008-2009.

f. **Restructuring of positions** – tabled

Office positions – Are the duties and responsibilities working out? Is the pay structure working? What changes would improve the office?

Sponsorships – Where do we go with this? Contracts are coming to an end. Do we need to redefine this position? Separate it from Marketing and make it a stand-alone position? Pay someone based on incentives? This is critical in light of the Region's desire to use the new facilities that will cost significantly more money. Any ideas?

g. **Photos on the Arizona Region web site** – tabled

There are serious concerns regarding the photos that the Region displays on its site, particularly those of juniors. Should we continue to put the photos up? What about names – there are concerns that pedophiles use this information to contact juniors? How do we safeguard against this?

x. **Next meeting** will be held on Tues, Sept 9th 6:30 pm

10. Meeting adjourned at 1:05 pm.

Motion 6: Move to adjourn the meeting. (Meyer/Hudson/MC)

11. Review of Decisions/Duties/Responsibilities as a result of today's meeting

- Board members to submit articles to Eric for the newsletter.
- Give feedback to Steve Cecil on websites that work well and what needs there are for each our divisions on the website
- Harold to talk to Eric about splitting the Marketing/PR position into two positions. Incentives to be built into the Marketing position for sponsorships solicited
- Ron Pelham and Becky to work out the Adult Schedule – take into account the splitting of weekends for men and women
- Ron Pelham to work out logistics of end of year party for adults following the Region Championships
- Region Code of Conducts for parents, players, officials to be revised as suggested and re-titled. Consider the merging of the USAV and Region codes into one document
- Becky to draft letters for Chris Gonzalez, DT Nguyen, Chanda Ford and Earl Capps. Drafts to be sent to Dan Kaminskis for approval.
- Dan Kaminskis to further investigate the EVJ coach that left the Jr National Championships and respond to parent
- Electronics at Score Table Policy to be drafted and published. Add to What's New for 2009

- Division Coordinators to finalized their division budget and be prepared to merge them at the next board meeting
- Becky to get with Odditees on a 20th Anniversary logo and to order the shirts for officials and staff
- Tournament Contracts to be revised reflecting the approved contract amount for the 2009 season
- Background screening fee to be increased to \$20 per person
- Harold to review the sanctioning of the Wigwam Classic