

**Arizona Region
Executive Board Meeting**
August 20, 2013
Minutes

1. Call to Order (Time: 5:34 pm)

2. Roll Call

Commissioner -	Harold Cranswick
Secretary/Treasurer -	Becky Hudson
Officials Division Coordinator -	JR Salima
Adult Division Coordinator -	Ron Pelham
Junior Division Coordinator -	Charlotte Pottle

4. Approval of the Agenda

Motion 1: Move to approve the agenda as written. (Salima/Pelham/MC)

5. Approval of the Minutes

Motion 2: Move to approve the Minutes of February 19, 2013 as written. (Pelham/Salima/MC)

Motion 3: Move to approve the Minutes of April 16, 2013 as written. (Salima/Pelham/MC)

6. Old Business:

- a. SafeSport Program – we need to send someone to the SafeSport training that will take place in Denver, Oct 9-11. USAV is picking up the tab. Becky Hudson will attend the SafeSport Seminar in October and bring back the information for our program and to our SafeSport contact when identified.

7. New Business

- a. Motion to create a Region SafeSport Contact to be the initial contact person and implement the SafeSport Policies of USA Volleyball and the Arizona Region within the Region. The position would fall under the guidance of the Commissioner.

A large part of this person's job will be educating parents, players, coaches.

First effort should be to hit all the clubs.

Motion 4: Move to approve the creation of the Region SafeSport Contact position. (Salima/Pelham/MC)

- b. Club Status Awards

Motion: Move to create a gold and silver seal of approval for junior clubs in the Region. The seals would be awarded based on specific criteria relating to club compliance with the AZ Region and USA Volleyball, financial obligations are met in a timely manner with the Arizona Region, parents are educated to Region, USA Volleyball and club policies and a club handbook is distributed to the parents with a dispute resolution and refund policy for the club outlined. Neither the club director nor the club may be on suspension or probation during the time the seal is displayed. The seal is awarded on an annual basis but may be revoked if infractions occur. A club must be in existence for at least one year to earn the gold or silver seal.

A checklist of items to meet would be created. Start with the Club Director Agreement list of compliance items. Gold and Blue Seals – colors of the flag.

Junior Division would like to start this next season. Want to take this to the Jr Forum in Sept and in the spring and see what they think about the program.

The Region will confer with our attorney about this idea.

c. International Referee Support

International Sitting Referee opportunity, cost is extensive to get the training and become certified. Current Region policy is to offer support/stipend through National Referee certification only.

What value is there to the Region to financially support an international candidate? USA Volleyball is offering some financial support.

Motion:

There was no support from the Board members to bring forward a motion at this time for 4 reasons: 1. The Region is not included in the selection of the candidates; 2. The Region is not notified when one of their officials is presented with the opportunity but the candidate is encouraged to approach the Region with a request for financial support; 3. Using members money to support a single individual with no concrete plan for how the expenditure will benefit the membership makes it difficult to support; 4. While the experience will benefit the individual, there is no current program in the Region making such a decision subject to question by the membership and establishing a bad precedent. The international program is not a Regional driven program. The International program is a USAV driven program and they are the beneficiary of the training.

Look at this the same as a student looking for student loans. Don't mind fronting the money but there has to be a payback in either money or training. The international officials are gone a lot of the time and are not available to the Region. Sitting competition would be in Oklahoma or abroad.

d. Official's Division changes

The Official's Division as reorganized the training personnel from 2 positions into 3 positions. Scorer Trainer, Referee Trainer, Junior Clinic Training Specialist. These 3 positions are appointments by the Official's Division Coordinator.

Motion 5: Move to approve the reorganization of the training personnel in the Official's Division from 2 to 3 positions. The Steering Committee is in agreement with this reorganization. Stipends are to be determined. (Salima/Pelham/MC)

The Best Practices will be updated with the job descriptions of the positions.

e. Officials Division Mileage changes

The officials' mileage reimbursement will be amended to \$15 for 75 to 125 miles, \$30 for 126 to 200 miles, \$60 for 201+ miles, \$75 for special circumstances for out-of-state officials. To be eligible for mileage reimbursement – 2 people must be in the car, mileage is on a roundtrip basis, meet the criteria of the distance, payments are to the driver only. Mileage reimbursement may be applied with approval of the Assigner for special circumstances. The previous reimbursement was \$15 for 50 – 100 miles round trip, \$30 for 100 – 150 miles, \$45 for 150 – 200 miles, \$60 for 200+ miles round trip.

Motion 6: Move to approve the amended mileage reimbursement requirements for the officials working our tournaments. (Salima/Hudson/MC)

f. Lease agreement for Region office. We have been contacted by Mitch Brown to confirm our intent to renew our lease. Concessions have been made to our court per hour cost. The office rent will be at \$999 per month which includes 4 offices, electricity, internet access, phone and fax.

Motion: Move to sign a 3 year lease with Global Sports Holdings for our office space at the costs sent over by Mitch Brown. (Hudson/Pelham/MC)

Gym rental rates need to be listed in the contract we sign. We will have Scott Santerre review the contract prior to signing.

- g. RefPay.com
Motion 7: Move to create an account with RefPay.com to pay our officials and remove them from PayChex payroll processing for the 2014 season and beyond. (Hudson/Salima/MC)

- h. Arizona Region 25th Anniversary
What promotional items should we offer the membership and the public? How much should we allocate in the budget to the anniversary?

Giving something to each member and sell some items.

We need to start engaging in promotion of the AZ Region – branding – pens, something with the Region info on it. Need to up our game this year – especially with Open Nationals here this next season.

Brite Case – iPhone covers with customized logo inserts. Michael Basham – 602-652-1000 mike@bashamaz.com Invite to the General Assembly.

- i. Pre-Tryout Open House period.
Motion: Move to approve the 10 day Pre-Tryout Open House period concept for junior girls tryouts. Open house for each age group is limited to no more than 3 hours on two separate days within the 10 day Open House period. Tryouts may begin the day following the completion of the Open House period. Commitments to the club will be allowed immediately following the tryout session. (Pottle/Hudson/MC)
- x. Next meeting will be held on September 17 at 5:30 pm.

8. Officers' Reports

Commissioner

- a. Information/News -
 - i. Growth Initiative Meeting report
The meeting was primarily motivated by concerns of growing memberships of AAU clubs in regions.
Adam Rymer, BOD Chair led the discussion.
It was a positive meeting – the National office wants to be involved in a positive way.
Adam Rymer's concern was that we have not analyzed data well. There are competitors in the marketplace. Offer a better product so people will want to be involved with us instead. No decisions were made – it was a brainstorming session.

What incentives could we offer clubs to bring in new members? We not doing a good job of keeping members – adult memberships suffer greatly. Growth is there on the junior side – growth we need to experience is on the adult side. What are some of the ways to still be involved? Leagues, age related activities, grass volleyball events. The group was looking at ways the organization could solidify the membership.

- ii. Preparations for Nationals in Phoenix
A conference call regarding the Boyce Banquet and Nationals will be coming up shortly. Need to begin contacting businesses and surrounding area restaurants in the downtown Phoenix market. Harold will reconnect with the Phoenix Convention and Visitors Bureau to see what info they are going to offer the businesses on this event.
 - iii. Harold attended the grand opening of the Sporting Chance Center in Tucson. The facility is 10 years in the making. 8 Volleyball courts.
- b. Region Office Information – Becky Hudson
- i. Junior Committee notification of candidates nomination is set to go out. Boys clubs have received the nomination form and description of duties. Girls Clubs will receive with the call for agenda items for the Junior Forum in September.
 - ii. Just beginning to receive the 2014 forms from USA Volleyball. We are updating where necessary to start the 2014 season.
 - iii. General Assembly
The General Assembly and respective breakouts have been scheduled for Sept 15th at the Phoenix Airport Hilton. Send division agenda items for breakout to Becky to put on the agenda. We have 5 guests/sponsors to be given time to speak at the beginning: Molten and Odditees our normal sponsors. Gatorade, Zoom Reports and Mary Jane Hughes of Destination Phoenix will also be speaking.
- c. Region Outreach Director – Eric Hodgson
- Fall League
The Fall League is scheduled for Sept 9th – Oct 28th at Court One. The League will run every Monday night. The first hour will be for coaches to be trained. The following 2 hours will be for training the young players.
- A proposal by Rosario Lopez for the Fall League to be at Atkinson on Wednesday nights has been made. No info from Eric as to if that will/can happen.

Secretary/Treasurer – Becky Hudson

a. Treasurer's Report:	July 2013	
Income:	\$	31,116
Expenses:	\$	58,029
Balance in checking account as of	7/31/13 = \$	9,020
Balance in High Yield Savings Account as of	7/31/13 = \$	126,824
Balance in Grant Development Fund as of	7/31/13 = \$	6,434
Balance 4 Wells Fargo CD's	7/31/13 = \$	80,116

Fiscal year end 6/30/13. Our 990's have been prepared by our accountant Loren Wimmer. They are ready to send to IRS and AZ Dept. of Revenue. The net loss for 2013 was \$14,428 which was better than 2012.

Becky discussed with the Region accountant the possible creation of another company to pay our officials. This would be to remove the officials (independent contractors) from our payroll files. With all the 1099's we are at too high a risk for the office to get workman's comp insurance – which is required by law. Becky talked to several officials about their experience with RefPay.com. The charges that the Region would have paid to RefPay.com to pay our officials versus what was paid to PayChex for all of last season were compared. It would cost the Region less to pay the officials with RefPay than we are paying PayChex to process our payroll. RefPay.com would create the 1099's. Officials would create an account with RefPay.com and only pay if they want a check cut and mailed to them. The officials would then direct RefPay.com to have the money transferred into their own bank account or to a refillable card.

- b. Marketing/PR Update – Eric Hodgson
 - i. Communication – Plan to gear up Twitter this fall. Twitter has taken off as a method of communication. Eric will get educated and begin Tweeting out info.
 - ii. Newsletter – Newsletter Articles should be sent to Eric by Aug 21st for submission in the large e-newsletter that will go out by Sept 1st.
 - iii. Potential Fundraisers for 2014 – 100 Club to benefit Granite Mountain Hot Shot Firefighters, Crisis Nursery

Officials Division Coordinator – JR Salima

- a. Information/News –
 - i. Ernie Vasquez has been appointed the Jr Clinic Training Specialist
 - ii. New team Leaders – Jordan Ahern – Metro East, Wade Colson – Metro South
 - iii. Milka Steiner has resigned as the ODAC Secretary. Becky Hudson will take over the secretary responsibilities and be a liaison between the OD and the office and commissioner.
 - iv. Ken Taylor, an international indoor official, will do the Train the Trainer and Boys Indoor Official clinic at the General Assembly
 - v. The Official's Handbook is being revised. Changes were mileage and VRT training information.
 - vi. There should be a more concerted effort to recruit officials. Three younger officials have been assigned for a recruiting team. The 3 were chosen to recruit young officials. A recruiting poster is being designed for all playing sites.

Adult Division Coordinator – Ron Pelham

- a. Information/News –
 - i. Sizzle – Ron Pelham met with Molly Stark after Nashville. Ron wants to make sure Molly is involved with the team earlier on in the season. Want to make sure the team experience is valuable to the players – not demeaning. The competition increased and pressure to excel increased.

Amanda Omar is not coaching club this year. The Sizzle teams will not participate in the women's tournaments this year as Sizzle teams. The players will need to participate with teams in the tournaments. There is a need to put better competition in front of them. As long as the team is not a rostered team the Sizzle players can scrimmage the collegiate players.

- ii. Using the adult nationals to lure more adults to play in our league.

Junior Division Coordinator – Charlotte Pottle

a. Information/News

- i. Boys Season – the money allocated to send teams to nationals will be reallocated to underwrite boys grassroots efforts in the spring. They will play at same site as girls 12's so they could use junior refs
- ii. Girls Season – Survey sent out to directors. Bring to the table – tryout policy. Tryout Policy section of the Policy Manual will be revised to reflect the changes to the Tryout Period and Commitment Policy.

iii. Survey Results

1st two tournaments of Club and Championship will be seeding tournaments.

There were 2 responses that required the R2 to be an adult (1 just for Championship and 1 for Club and Championship) as USAV is implementing and 1 response that allowed any age certified R2. This will be reviewed and Club directors will be encouraged to have their coaches R2 for the 14 and under teams that travel.

Further discussion will be held at the Junior Forum in September on the Open tournament format – need to educate the directors as to why 5 matches over 4 matches - and the certified adult R2 for junior tournaments in Arizona.

At the Spring Girls' Club Forum – what parameters are used in seeding, gold and silver status awards.

iii. High Performance – Ron Pelham

The Region sent 4 teams to Ft. Lauderdale. The Select Girls finished 7th, Youth Girls finished 11th, Select boys finished 4th and Youth Boys finished 7th.

Select Girls climbed from a low seed to the #1 seed and then fell apart. The same thing happened to the Youth boys.

Youth Boys beat the USA #1 team twice in 3, and Puerto Rico. Overall it was a great success for Arizona. For next season Ron would like to add a chaperone to each roster. Add rooms for the chaperones on our hotel reservation but the chaperones would pay for them. The coaches need a break at times. Chaperones would fill that time.

Need to look at holding the Region HP Tryouts at separate times – girls first then boys.

If USAV is considering a player from Arizona for a Beach or HP camp they should let the Region know so that the Region can plan accordingly. Ron is asking USAV to hold a Future Select camp in Arizona. Training will be held here for less cost than to send them

to USAV Future Select camp. Coaches would need to be compensated for their time. This would benefit more kids. Future Select was the biggest group at our clinics.

9. Committee Reports

- a. Ethics and Compliance Committee – JR Salima

Nothing to report

- b. Budget Committee –

Division expense reports for last fiscal year were distributed. Coordinators and Directors should send in their wish lists to Becky by September 9th to begin the budget building process for the next Ex Board meeting approval of the budget.

10. Announcements

April 27, 2014 – Golf Tournament – Arizona Grande

11. Adjournment of the Meeting (Time: 9:57 pm) (Salima/Pelham/MC)

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

- Becky Hudson will attend the SafeSport Seminar in October
- A Region SafeSport Contact will be advertised for using the job description guidelines put forward by USAV.
- Scott Santerre will be contacted regarding the Club Status Awards
- The Official's Handbook will be updated to reflect the reorganization of the training positions and the mileage reimbursement changes.
- The Best Practices will be updated with the reorganization of the official's training positions.
- The Region will renew their office lease with Global Sports Holdings
- An account will be created with RefPay.com to pay our officials this season
- Board members will consider what type of 25th Anniversary items to consider for promotion
- 10 day Pre-Tryout Open House policy will be prepared. Tryout and Commitment policy will be amended.
- Harold Cranswick will contact the Phoenix Convention & Visitors Bureau regarding Nationals in 2014.
- Division Coordinators should prepare their budget and submit to Becky Hudson to compile.