

**Arizona Region
Executive Board Meeting**
March 03, 2009
Minutes

1. Call to Order (Time: 5:45 p.m.)

2. Roll Call

Commissioner -	Harold Cranswick
Secretary/Treasurer -	Becky Hudson
Officials Division Coordinator -	Peter Meyer
Adult Division Coordinator -	Ron Pelham
Junior Division Coordinator -	Michelle Malis

Guests - Teresa Scobee, Grassroots Director

3. Additions/Deletions to the Agenda

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

4. Reading of Minutes from Oct 28, 2008 meeting –

Motion 2: To approve the minutes of the Oct 28, 2008 meeting as written. (Malis/Pelham/MC)

5. Officers' Reports

Commissioner

a. Information/News -

i. **National meetings** - Minneapolis, MN in May

Jr Assembly meet May 20 & 21 – Michelle will consult with Jr Board to see who will attend; RVA Assembly will meet May 19 - 21 – Harold & Becky to attend; Officials meeting is May 20 - 22 – Jim Feickert & Alyson Parry to attend. There is a Grassroots breakout – will see if we can send Teresa.

ii. **Volleyball Festival** is coming to Phoenix – Bernice Epperson has contacted us about sanctioning. There will be a lot of activity in Phoenix for juniors and officials this summer.

iii. **Facility Update** – we are currently in touch with two different groups planning to build a facility. The Chicago group has put forward their plan – in Scottsdale – Indian Bend exit off 101. A second facility is one we have just learned about in the Tempe/Chandler area. Harold was also contacted in January by the American Sports Center which had just signed an agreement to build in the city of Avondale.

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

i. Registration is done. There are members outstanding due to missing forms, birth certificates and/or missing signatures but every team has been processed. This is about the same time as usual but the information is more correct and complete.

c. **Grassroots Director** – Teresa Scobee

- i. Teresa has a YMCA background and is comfortable there. She watched those in the Y league want to get better but not able to afford club. Brought club to the YMCA. Started with the boys (a smaller group to get their feet wet and also to expand our boys program) and expanded to the girls. Club VOS (Valley of the Sun) is the start. Their website links to our website. Chandler/Scottsdale/Tempe YMCA's are also coming on board with a club program. Teresa will be attending a meeting of the group in April. The goal is to spread through the valley within this system. Will start with boys in the other Ys.
- ii. The Program Guide of the Ahwatukee Y advertises Teen Volleyball Nights for 6th – 9th graders – the first Tuesday and Thursday of the month – one a girls volleyball night and one a boys volleyball night. It is sponsored by the AZ Region. Our logo is in the program, on the website and linked to our website.
- iii. Teresa is talking to LA Fitness and Big Brothers Big Sisters. Big Brother Big Sisters will post our activities on their website and see if there is any interest by their members. They are not ready for us to run an event for them yet. April is their annual picnic and maybe we can work something out with this.
- iv. Special Olympics. The coach's training session is this Sunday. If you want to coach in their organization you must be in attendance at this training. It was sent to the club directors and advertised on our website. The numbers of our members participating are unknown at this time since they had to sign up via the Special Olympics website. Plan is to include volleyball in their summer Special Olympics Games. Harold noted that Special Olympics can send teams to our Open Nationals. It is unknown if this is something they are aware of or are participating in.

It will be nice to report to Joe Sharpless that we are communicating with Special Olympics and volleyball is reappearing in the local area.
- v. Junior players of the club Y teams may referee the non-club Y leagues for free. More exposure for the junior players that have learned to keep score and referee. The Jr Officials Development Coordinators could become involved in this program to offer assistance if needed.
- vi. Grassroots report – Eric Hodgson
 - a. We are looking at maybe doing a beach tournament for Big Brothers/Big Sisters.
 - b. Nationally there is a grassroots blog now on the new USAV website written by John Kessel.

Secretary/Treasurer

a. Treasurer's Report:	Jan 2009
Income:	\$ 78,120.05
Expenses:	\$ 68,758.88
Balance in checking account as of	1/31/09 = \$ 36,568.67
Balance in Money Market Account as of	1/31/09 = \$ 220,566.02
Balance in Grant Development Fund as of	1/31/09 = \$ 1,001.07

b. **Marketing/PR Update – Eric Hodgson/Christy Naughton**

- i. **Website** – Harold would like to see a contribution link on our website to donate to the Development Fund. We will check with Steve Cecil to see if this is something he can do or if we need to find another source.

Christy and Teresa attended a free online marketing seminar. There were some good ideas that came from the seminar before the sales pitch took center stage. One idea was streaming video and lots of pictures.

- ii. **Newsletter** – The requirement of USAV regarding newsletters is that we have a minimum of 2 per year. It is difficult to produce a mailing list in the late January/early February time frame since that is the middle of the registration period. The Board recommends sending one hard copy newsletter at the beginning of the season – Aug/Sept timeframe – and the others to be online or via email.

- iii. **Sponsorships** – It is time to develop a commission structure for the people that bring in sponsorships and sell ads for the website/newsletter/etc. The commission structure will be researched and developed for adoption at the next meeting.

iv. **Marketing & PR – Eric Hodgson**

- a. Christy is making the transition into the marketing end of the Region as she has more time to give it the attention it deserves. She is already in negotiations with a few possible sponsors for the future and has some great ideas for the future.
- b. The hard copy newsletter went out in late February. It was smaller this year than in years past. Thanks to Harold, Peter and Michelle for submitting their articles for publication.
- c. The e-newsletter continues to come out once a month as a vehicle for Region information, advertisers, etc. Please mark your calendars that these are finalized around the 25th of each month for a first of the month e-delivery. Eric will not be sending out any more reminders. This is a constant date for every issue.

Officials Division Coordinator

a. Information/News –

- i. Match Comments Forms - information from coaches, site directors, officials. Peter is doing a better job of responding to them in a timely manner. He is making communication with everyone involved in the incident the week following the tournament.
- ii. Michelle - Officials are not really checking the rosters. The rosters are pointless without a picture id for the kids. Ron - Officials are looking at who the coaches are and which players are certified as scorekeepers and referees. They are not checking the jersey numbers on the rosters against the jerseys on the floor.
- iii. The decision to referee the men's matches appears to have been a good decision. The men's tournaments are running very smooth with little behavioral issues.

Adult Division Coordinator

a. Information/News –

- i. It is good that the men have officials. The women are a little upset that they are paying the same amount but not receiving officials on their matches. Ron explained that the heated tempers of the men are putting a black mark on the adults. The women have

- accepted this explanation. They understand for this year but will not take to this over more than one year. The women don't want to ref their own matches.
- ii. The rosters are ready for the adults. Ron would like to print off the rosters once and give it to them.
 - iii. Ron would like to create a pool of registered players (free agents) that wanted to play but can't commit to every tournament. This would help those teams that are struggling to get enough committed players and then can't play. The players would sign up for a full membership at the beginning and they can be pulled from the pool in the need of a team.
The free agent pool roster would be sent to the site director so that anyone on that list could be picked up and the site director could be assured the person is a registered member. A procedure needs to be established and put in the policies. Ron would be contacted when a team needed to pick up a player.

Junior Division Coordinator

- a. Information/News
 - i. **Boys Season** –
 - a. Issues at the end of the season call for a look at the format for the boys – why there is a club and open division with so few teams. The Jr Board will look at in regard to the 5 year plan.
 - b. Why are there so many tournaments in Tucson when the split is not half and half?
 - ii. **Girls Season** – each board member took a subject and reported on it. They will tackle a few issues and get it to the club directors by the end of the season so that they can mull it over and ask questions before they have to implement it in their club.
Items researched were -
 - a. Officials - how they are handled in other regions, scheduled, paid, etc.
 - b. Transition of juniors to adults – juniors that are not playing in college take a hiatus –may come back until kids come into play.
 - c. Formats for tournaments
 - d. ID badges – how feasible is it for picture ids for the players? Match picture to roster. Other organizations are doing it so there must be a reason they are doing it. It would certify with some clarity who that person is and if they should be playing.
 - e. Tryout/Commitment Period
 - f. Marketing our teams
 - g. Items to focus on first –
 - 1. Tryout period and commitment period. Brooke researched a lot of Regions. Badger Region is one they are looking to model. Startup fee could establish them as a club with their paperwork in and system set up for their teams. How clubs are holding their tryouts – returning players vs. new players to the club – different commitment time periods. Want to work out the information in March to distribute to the clubs in April and May. They don't want to spring it on them at the General Assembly. Rather give them weeks to think about it.
 - h. Parents as officials – how do we stay within the requirements for background screening and membership? Discussed lowered fees for registration but no recommendation came forward. Pros - Kids get a break and adults will not scream at other adults. Basis of the decision for teams to officiate is that they learn and appreciate the game. However they don't do a very good job if they don't want to do the job.

- i. What capacity can the Volunteer Form be used by a parent/adult? Need to contact USAV to figure this out.
- iii. **High Performance** – Eric Hodgson
 - a. After the success of the Arizona teams at the 2008 HP Championships in Tucson, the coaches of all the teams showed interest in going to Ft. Lauderdale for the 2009 Championships. The Region asked that the coaches contact the girls with the following: Since HP is a two year cycle, last year's team would get the "right of refusal" if they wanted to go again, and the cost per athlete would be \$1200. (The Region has always had a policy of paying for our athletes, but last year's budget that went to the three teams wiped out any funds HP had from the previous two years). It was also told to the coaches that a MINIMUM of 7 players had to agree to come back before the Region would go forward with plans to attend the Ft. Lauderdale Championships. They had a Feb 15th deadline and the email was sent out in late December.
 - b. The Girls Select group had 9 commit to come back, the Girls Youth had 9 commit to come back, the boys had 2 commit to come back. Subsequently, the two girls' teams will be attending and the boy's team will not. Plans will start after this weekend's Girl's National HP tryout at Phoenix College.
 - c. The Boy's National HP tryout was March 1st at Grand Canyon University with each of the attendees getting a free ticket to attend the first ever collegiate Men's Volleyball match in Arizona history. The stands were packed. There was a controversy with the tryouts in that someone from the AIA called Fred Mann and told him that his players that participated in the tryouts would be ineligible for their HS teams. Conflicting stories were given which caused some to fear for their high school eligibility if they participated. There is no conflict when it is a National Governing Body tryout and not a club. It was not well attended and as such it was suggested to USAV it would be better to hold the tryouts just following our Region Championships even if they are not yet organized for the HP season.
 - d. The numbers for tryouts nationally are up in the younger groups, but way down in the older (Junior) groups. Numbers for the boy's tryout was 34 with no Arizona team being chosen. Last year it was 60+ with a boy's team being chosen.
 - e. The HP Director did not attend the HP seminar in January this year for the first time since the Arizona Region's program inception due to the cost and keeping as much money in the coffers to help cover the Florida costs.
- iv. **Junior Beach Program** –Eric Hodgson
 - a. The proposed partnership with the AAU went south as the Director of the AAU could not confirm dates, times or costs with us. He has asked us to host a summer event, but the cost is prohibitive. Our athletes pay \$20 for the program and \$10 per tournament. The AAU wanted to charge the kids an AAU membership (\$17, I think) and \$40 per team. We passed and will look again at doing something next summer or early spring as long as it fits the needs and purse strings of our kids.
 - b. We are adding an OPEN division this year so the college kids, and even adults, can come out and play. There will be the USAV Code of Conduct in effect, so no drinking will be allowed and proper behavior enforced.
 - c. The schedule is set and it will again be held at Victory Lanes in Glendale. We have taken off some of the weekend tournaments as both Christy and Eric struggle to be out there nearly EVERY weekend of the summer.
 - d. There was a dramatic drop off last year in participation of the younger age teams after Nationals, which we feel are vacations, camps, etc. So we have back loaded Open and Older tournaments toward the end of July and early Aug.

- v. **Coaches Education** – Eric Hodgson
 - a. We had 100% compliance in IMPACT certification in boys. There are significantly less coaches skirting the IMPACT requirements this year than in the last couple, but we are still tracking a few coaches that have yet to certify or re-certify. If a coach has been found coaching without the proper IMPACT certification, a complaint from the Coaches Education Director will be presented to the ECO for both the coach and the club director.
 - b. We are monitoring several Coaching Clinic opportunities in the next few months. Talk is that Marv Dunphy may be coming over for a clinic under the NAU program. Peter Vint is headed down in late May and offered to do something for the Region. We are hoping to hold another Region Coaches Clinic as we have done yearly now since 2005, probably in the summer.

7. **Committee Reports**

- a. Ethics and Compliance Committee – No Report
- b. Budget Committee – No Report

8. **Old Business:**

- a. Changes to the Constitution and By-Laws – Harold Cranswick

Creation of an outside position on the Executive Board.

Motion: Move to add a position on the Executive Board that is filled by someone who would be considered an independent board member. The position would receive the same compensation as a member of the Junior Board. Nominations would be made to the Commissioner and voted on by the Executive Board members.

No one has given input to this. Harold is putting together a survey for input of the members to see if there is any value to this idea or to put the ideas on hold for a while.

The average adult/parent would not have any idea of the structure of the Region - maybe of the club but not the Region. Not sure what input this person could give.

It would be someone not directly related to the Region at this time. Is this a valuable position? Are we missing a connection to the community? We are taking care of our business but we are an unknown in the community.

- b. Changes to the Constitution and By-Laws – Harold Cranswick

Creation of a position on the Junior Board to representing boys only

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.

Junior Board – bring a recommendation to the Ex Board. Jr. Board members will poll their constituents as to if this is needed or not. Jr. Board members are split on this. Jr Board to get feedback and see if the boys feel they are being heard.

- c. Changes to the Constitution and By-Laws – Harold Cranswick

Creation of a Nominating Committee

Motion: Move to create a Nominating Committee for the Region. The Nominating Committee would be responsible for contacting and vetting nominees for any position that must be voted on in the Region including, but not limited to, Executive and Junior Board positions.

Rationale: The current process relies on self-nomination is clearly not working in so far as the Region rarely has a full slate of candidates for Board positions. Worse yet, this year, more members of the Junior Board have been appointed than have been elected.

This motion will be brought before the next board meeting.

- d. Changes to the Constitution and By-Laws – Harold Cranswick

Revision of the election process for the Jr Board

Motion: Move to revise the current process of electing members to the Junior Board.

Rationale: The current process relies on participation by adults during the Regional Tournaments for both adults and juniors. At present, only a very small number of members in the Region participate in the Junior Board elections. Changing the voting date to the Fall General Assembly might improve the participation of the Club Directors.

Recommendation regarding election process and time frame for the Junior Board Representatives needed from the Junior Board.

- e. **Photos on the Arizona Region web site**

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?

Harold talked to Jon Lee in Evergreen Region. Jon did not have serious concerns. Ron Pelham will ask Kristi Smith (who works in the Justice Dept Sex Offender Unit) about her take on this.

- f. **Facility Agreement**

On February 10th, the Region was tentatively scheduled to meet with Tom Rogers and the group from Chicago to discuss plans for a facility to be renovated and used for a basketball/volleyball facility in Scottsdale just off the Indian Bend exit on the 101. The move from the Tempe Marketplace was a result of the mall's insistence on waiting for at least 1 to 2 years to build. Would the Board endorse the move to a location in Scottsdale rather than Tempe?

Harold to follow up with the Barrington Fieldhouse group to see if this is a commitment to the facility or for them to secure funding.

The group has indicated that the Scottsdale location is one of 4 locations they plan in the Phoenix metro area.

- g. **Arizona Region forms and documents for 2008-2009**

Arizona Region Code of Conduct amended for Players, Parents, and Coaches? (Kaminskas)

Junior Club Director Agreement for 2008-2009 amended (Kaminskas) - done

Adult Player Code of Conduct amended? (Pelham) - done

Officials' Code of Conduct amended? (Meyer) – Peter to look at the code for officials

- h. **Restructuring of positions** – remove from agenda

Restructuring of Lisa's office position - Becky

- i. **Sponsorships** – new position based out of Phoenix that is incentive based. Christy is working on some of this. Eric's idea is that no matter who brought it forward they should be compensated.

9. New Business

- a. **2008 Region Championship awards not claimed**

Teams that qualified for reimbursement for their entry fees to the National Championship are required to submit an article for the Arizona Region Newsletter by July 31st before they can be reimbursed. Two teams are requesting reimbursement now but turned in their articles 4 months after the deadline date. The deadline was established to keep within our fiscal year finances.

No monies will be paid for the late submissions. The deadline passed for these applications. The deadlines are based on our fiscal year.

- d. **Creation of a Free Agent team for adults**

Motion 3: To create a Free Agent team of adult players. The players may play with a team one time, after the second time they are added to the roster of the team. (Pelham/Malis/MC)

The players would register as full members and be placed on a team that teams can draw from when they are short of players in order to play at a tournament.

- c. **Junior player eligibility issue** – junior player owed a club money at the end of the season. Player joined a new club this season still owing the debt to the former club. Former club has filed with Small Claims court to collect their money owed. The family has filed bankruptcy and included the debt in the filing. An attempt was made to reconcile the club and former player and pay off the club. The new club is asking for the player to be registered. The former club is asking for us to hold off the registration until the Bankruptcy hearing. We consulted our attorney. Our policy says we will uphold the decision of the court but does not mention anything prior to the decision. Our attorney says we should register the player because there is no judgment as our policy requires.

Michelle objects that this item is being discussed because it was not on the agenda at the beginning of the meeting. She would have objected to this item on the agenda until the bankruptcy hearing has taken place and the Junior Board has had a chance to discuss this issue. It affects the juniors more as a whole.

Motion 4: To table this item until the Bankruptcy Court has rendered a decision. (Malis/Pelham/MC) 3-2.

Harold to ask Scott to clarify the following:

1. What is considered a claim and what is considered a court decision. Can you consider a court decision if a case is moved from small claims to civil court?
2. Our By-laws state that we will honor a decision by a court, including small claims, regarding financial obligations to a club. If a bankruptcy court rules that the bankruptcy is discharged is that enough to honor the decision and declare the person not in good standing?
3. Is the inclusion of a debt in a bankruptcy an admission of debt owed to a club and therefore defines a player not in good standing?
4. How do we define Good Standing? We have it defined but does it go far enough?

- x. **Next meeting** will be held on March 31, 2009, 5:30 pm

11. Announcements

HP Girls Tryouts, March 8, Special Olympics coaches training March 8.

12. Adjournment of the Meeting – the meeting adjourned at 9:35 pm

Motion 5: To adjourn the meeting – (Meyer/Hudson/MC)

Action Items as a result of this meeting:

- Michelle to clarify with Eric what photographers at junior tournaments he is talking about – parents or professional photographers selling photos or videos.
- Jr Board to decide who will attend the Jr Assembly at the National meetings in Minneapolis.
- Michelle to discuss with Jr Board how to encourage our junior people to be involved in the grassroots endeavors. With Special Olympics and others that might come about.
- Steve Cecil to be contacted about putting a Contribution Link on the website that would be for the Development Fund.
- The hard copy of the newsletter to be sent out once annually in the Aug/Sept time frame. Monthly e-newsletters and online newsletter to fulfill our USAV requirement of 2 per year.
- Board members are encouraged to submit an article or information to Eric for the e-newsletter every month by the 25th. The newsletter is sent out by the first of the month.
- Commission structure to be established for the sponsorships and grassroots positions.
- Rosters for the adult teams are to be printed and distributed at the next adult tournament by Ron Pelham.
- Policy and procedure to be established for the pool of adult substitute players.
- Margie Mara to be contacted regarding how to use the Volunteer Form.
- Junior Board asked to recommend a Jr Board election process and timeframe to the Ex Board for a Constitution & By-Law change.
- Junior Board to poll constituents to see if there is sufficient cause to add a member to the Jr Board that represents only boys.
- Ron Pelham to discuss the use of photos with names on the website with Kristi Smith who works in the Juvenile Sex Offender Unit of the Justice Dept.
- Harold to contact the Barrington Fieldhouse Group to see if the agreement he was given is a commitment to the facility or to be used for funding purposes.
- Harold to contact our attorney to discuss questions raised as a result of the Jr Player Eligibility issue and the resulting vote to delay registration.
- 2007 champion teams that requested late funding to be notified that the awards were submitted too late to be funded.
- Peter Meyer to review the Officials Code of Conduct and bring forward a Code of Conduct for adoption.