

**Arizona Region
Executive Board Minutes**
August 16, 2011

1. Call to Order

The meeting was called to order at 5:20 pm by Harold Cranswick

2. Roll Call

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| Commissioner - | Harold Cranswick |
| Secretary/Treasurer - | Becky Hudson |
| Officials Division Coordinator - | JR Salima |
| Adult Division Coordinator - | Ron Pelham |
| Junior Division Coordinator - | vacant |
| Junior Board Members - | Lisa Naughton |
| | Charlotte Pottle |
| | Paul Vitola |

3. Approval of the Agenda

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

4. Approval of the Minutes

Motion: Move to approve the Minutes of December 07, 2010.

Tabled – will resend them out to the board meetings.

5. New Business

a. Changes to the Arizona Region Policies – Harold Cranswick

Motion 2: Move to adopt the Arizona Region Policies Manual – July 2011.
(Hudson/Pelham/MC)

b. Arizona Region Budget

Motion: Move to approve the 2011-2012 budget for the Arizona Region of USA Volleyball.
Tabled to September meeting.

c. Junior Beach Director

Motion 3: Move to post the position of Beach Director for the Arizona Region.
(Pottle/Salima/MC)

The term Junior was dropped from the position. The position will be expanded to cover both Junior and Adult Beach Programming.

Rationale: Duties and responsibilities as well as pay rates to be described in the job posting.

d. Adult League Director

Motion: Move to post the position of Adult League Director.

We are in the position to offer league play at Court One. The League Director must be in close contact with the Adult Division Coordinator to fully communicate with the adult players.

Offer Open Gyms to brainstorm what the adults want to do with leagues.
Need to reach out to adult players, club coaches, junior colleges.

Harold Cranswick, Ron Pelham and Eric Hodgson will meet to discuss this position at a later date.

- e. Officials' Assignor - New Paid Position in the Arizona Region
Motion: Move to create the position of an Officials' Assignor for boys, girls and adult power tournaments. Tabled

Rationale: Duties and responsibilities as well as pay rates to be described in the job posting.

The Officials' Division should establish a mentoring program to train the replacement for the Assignor in one year. It was discussed at the Officials Committee to place someone in the position and allow Peter to mentor the Assignor.

- f. New Membership Types for the Arizona Region
Motion 4: Move to add the following types of memberships available in the Arizona Region:

1. Collegiate Membership (\$15 per season) – geared toward college teams participating in NCVF;
2. Outdoor Full Season (\$20 per season) – geared toward former AVP Next players
3. League Membership 24 hour maximum play (\$20)
4. 8 year olds and younger (\$0) – geared to encourage young players to learn the game
5. Girls Membership (\$25) – a membership that will allow participation at fall clinics and tryouts. Once the girl makes a club, the club will collect the additional \$25 to bring the membership to the full membership price. The club will be charged \$25 for each girl they put on a roster.

Rationale: This gives the opportunity for people to play in ways that meets their need. (Hudson/Salima/MC)

- g. Region Archive
Motion 5: Move to create a Region Archive. Collect and organize information related to the Region. (Hudson/Pelham/MC)

An example of information would be: a record of teams that have won Region Championships, officials who have achieved National Status, International Status, etc.

- h. Reorganization of the Officials Division
Motion: Move to revise the Arizona Region Constitution, By-laws and Best Practices by reorganizing the Officials Division as described in the proposal.

1. Steering Committee – Directors and Officials Division Coordinator
2. Officials Division Action Committee (ODAC) – Action committee that does the work of the officials division.
3. Team Leads have duties and responsibilities.

Review and be prepared to vote on this revision at the next board meeting.

- i. Revision of the duties and compensation of the Ethics and Compliance Officer and the Ethics and Compliance Committee.
Motion: Move to approve the revisions to the duties and responsibilities of the Ethics and Compliance Officer and the Ethics and Compliance Committee.

Since JR Salima has taken the ECO position there have been 15 major behavioral issues that needed a lot of research and follow up. The time and energy spent is a lot more than the compensation we pay for the position. The compensation package will be reviewed.

The Ethics and Compliance Committee has specific tasks assigned. JR Salima would like to compensate them for every hearing that is brought before the committee. There would be no compensation for reviewing information and consulting with the ECO.

Suggestions were made to create fines to be assessed to those that are brought before the ECC as a way to pay for the compensation for the members and the time it takes to research the complaints. An example of a fine would be a reinstatement fee for probation recipients.

- j. Office enhancements
Motion 6: Move to approve no more than \$2000 to build storage cabinets in the office. This would include space for a new workstation. (Hudson/Pelham/MC)
- k. Region and Official Apparel
Ron Pelham proposed the Arizona Region begin to offer Arizona Region volleyball wear for sale to Region members. He has also spoken to Verna Klubnikin for the Arizona Region to begin to sell officials' supplies by Roof Sportswear. The product would be stored at the Region office. The revenue raised could offset the cost of officials training.

We could also work a deal where the people would deal directly with the manufacturer instead of the Region holding an inventory. The prices to us will be different if we have a third party sell the merchandise. We need to sell our brand.

Share vendor info with Ron Pelham. We will vote on this at the next meeting. This could be a good fundraising opportunity. Harold Cranswick heard from Tom Pingel at the HP Championships that it is not good for us to put HP teams in the tournament only once in a while. We will be creating an ongoing HP program.

- x. Next meeting will be held on September 20, 2011 at 5:00 pm.

8. Officers' Reports

Commissioner

- a. Information/News -
 - i. RVA Mid-year meetings in October in Denver, CO
 - a. Meetings in Dallas were not very eventful. Will be pitching a membership option for season ending one event memberships at the October meetings.
 - ii. Fall General Assembly
 - a. Encourage people to attend the General Assembly in September.
 - iii. Recent happenings
The sites for the 2012 Nationals have been released –

Columbus, OH for Girls - Dallas, TX for boys - Salt Lake City for adults.
- b. Region Office Information – Becky Hudson
 - i. Office Update
We are in the process of turning the paperwork over for the 2012 season and updating the website.

- ii. Boys tryouts have begun. We have registered a small number of new boys for the month of August.

Secretary/Treasurer

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|---|-------------------------|
| a. Treasurer's Report: | July, 2011 |
| Income: | \$ 20,354.65 |
| Expenses: | \$ 61,189.54 |
| Balance in checking account as of | 7/31/11 = \$ 12,838.26 |
| Balance in Money Market Account as of | 7/31/11 = \$ 5,001.58 |
| Balance in Grant Development Fund as of | 7/31/11 = \$ 1,300.84 |
| Balance in the High Yield Savings Acct as of | 7/31/11 = \$ 194,156.04 |
| Balance of funds in Certificates of Deposit as of | 7/31/11 = \$ 80,009.92 |

The IRS Form 990 has been completed by our accountant. Members of the Executive Board were given time to review the 990 at this meeting. The forms will be filed with the IRS and the State of Arizona. The Retained Earnings are being held for the future facility needs.

- b. Marketing/PR Update – Eric Hodgson
 - i. Newsletter – Send articles to Eric for the newsletter – going out in late August.

Officials Division Coordinator – JR Salima

- a. Information/News –
 - i. Referee Candidates all passed. Jr National – Ed Garrett; National - Paul Coltrin and Gigi Brenay.
 - ii. Scorer Candidates that passed. National Scorer – Mike Olsen and Gigi Brenay. One scorer candidate failed to pass.
 - iii. Harold will be receiving a note from Kathy Ferraraccio stating which Arizona Region officials they will be inviting back and who they will not be inviting back for the HP Championships.
- b. Concerns/Problems/Issues
 - i. Next Officials Steering Committee meeting is Aug 24th
 - ii. Regarding different pay scales for officials in the Arizona Region: If the AZ Region is putting on a tournament, there is a Region pay scale that should be adhered to. If the tournament is a sanctioned tournament put on by a private club they should be able to hire the officials they want at the price point they want. The Arizona Region should classify pay scales for tournaments - Power tournament pay scale and a Grassroots pay scale.

Adult Division Coordinator – Ron Pelham

Junior Division Coordinator – No Report

9. Committee Reports

- a. Ethics and Compliance Committee – JR Salima
There is nothing to report right now.
- b. Budget Committee – The Division Coordinators have just been given the year end data on our expenses and revenues for 2010. All will be developing their budget for adoption at the September meeting.

10. Announcements

None

11. Adjournment of the Meeting

Motion to adjourn the meeting (Pelham/Hudson/MC)

The meeting adjourned at 9 pm.

12. Action Items as a result of this meeting.

- The draft minutes of the Dec 7, 2010 meeting will be sent to the Board members with these minutes. Both will to be approved at the September, 2011 meeting.
- The duties and responsibilities of the Beach Director will be updated and the position posted for application on the Arizona Region website.
- Harold Cranswick, Ron Pelham and Eric Hodgson will meet to discuss the Adult League Director position.
- JR Salima will refine the position of Assignor and present at the next Board meeting for approval.
- New membership types to be offered to Arizona Region members.
- A Region Archive will be developed to keep a running history of the Region.
- The compensation package and duties for the ECO and ECC members to be reviewed
- Cabinets to be built in the region office.
- Division Coordinators are urged to send Eric Hodgson newsletter articles by the 20th of each month to be included in the next monthly newsletter.
- Division Coordinators to prepare their division budget and send to Becky Hudson so the final budget can be assembled and prepared to adopt at the next meeting.