

**Arizona Region of USA Volleyball
Executive Board Minutes
August 22, 2004**

Call To Order: 1:15 pm

Present: Harold Cranswick, Doug Kiefer, Peter Meyer, Jonathan Norris, Justin Blake

Guests: Eric Hodgson, Becky Hudson

Reading of the Minutes of May 12, 2004 waived. Motion to approve minutes as written (Kiefer/Meyer)
Motion passes.

Officer's Reports

Commissioner – Harold Cranswick

a. Highlights from YJOVD Annual Meeting

1. **Background Screening** – Background screening mandatory for every adult in a supervisory role in junior volleyball during the 2004-2005 season. Officials will be required to go through background screening in 2005-2006. Some regions will use different forms for the non-club related individuals (e.g., region staff and officials) than for the club related adults. Some regions will charge \$2-4 extra dollars to cover the cost of Region Staff handling the extra work.
2. **Commission Elections** – Becky Hudson was elected to serve on the Grassroots Commission. Congratulations Becky.
3. **Events – looking back at 2004:**
Girl's Invitational results – 198 teams participated
Boy's JOVC results – 350 teams participated
Girl's JOVC results - 724 teams participated
4. **Summary of motions brought to GF by the Competition Commission to be presented once the Minutes have been distributed**

b. Schedule of National Events for the 2004-2005 season

Looking forward:

2005

USA Open Championships to be held in Denver, CO

Competition Venue: Denver Convention Center

Competition Dates: May 28-June 4

USA Junior Olympic Girl's Nationals to be held in Salt Lake City, UT

Competition Venue: Salt Palace

Competition Dates: June 29-July 6

USA Junior Olympic Girl's Invitational to be held in Louisville, KY
Competition Venue: Kentucky Fair & Exposition Center
Competition Dates: June 30-July 3

USA Junior Olympic Boy's Nationals to be held in Louisville, KY
Competition Venue: Kentucky Fair & Exposition Center
Competition Dates: July 6-July 13

2006 events will be released soon. Events Dept. will be working two years out at a minimum from now on.

c. National Meetings

ROD Mid-year meetings will take place from Oct 8th to Oct 10th in Colorado Springs, CO

d. General Assembly

The annual General Assembly for the Arizona Region has been scheduled for Sept 19th at Mesa Community College with three breakout rooms and the gym for IMPACT Training.

e. Region Office Information – Becky Hudson

1. Karen Crook has decided to stay over through the summer and into the season working part time in the office. Her time will be flexible to allow for other part time work. We will look to hire someone else part time to help out with registration.
2. The junior boys' club directors were sent the 2005 forms via email. The girls club directors will receive them at the General Assembly

Secretary/Treasurer – Doug Kiefer

Treasurer's Report

Checking Account Balance	\$8,742.64
MMA Balance	\$132,847.23

Sponsor Update

2004 Contribution total	\$6,000.00
From Adidas, Molten, R & M Sports and Odditees	

Doug plans to send proposals to more potential sponsors and to increase the sponsorship value for the 2005 season. He plans to open the opportunity up to more companies.

Official's Division Coordinator – Peter Meyer

Information/News –

Ratings completed at 2004 events: JR Salima, Junior National Referee; Jerry Moews and Jim Feickert, National Scorekeeper; Juli Nuttall, Beach Certification

Official's Division is working on creating an event calendar for the year. This will help them keep track of test deadlines and other pertinent information that has slipped by in the past. This will also help them synchronize all the officials' organizations schedules and timelines that are going on at the same time in our state.

Concerns –

The deficit in the Official's Division budget

Adult Division Coordinator – Justin Blake

Information/News

The Adult Schedule is set. Peter Meyer did good to have it on his laptop.

Junior Division Coordinator – Jonathan Norris

Schedule

Revisions have been made in the girl's schedule now that we have the Qualifier dates. An Open Division tournament has been added to total 5 plus the Region Championships. All the other divisions remained the same.

Delinquent Payments to Clubs

In looking over the membership form, it is a code of conduct violation to not pay the fees owed to the club. The violation would come under Section II number 5 – 5. Any action considered to be an offense under Federal, State or local law ordinances (*i.e., theft of money*). Therefore, any person owing a club money may be referred by the club director to the IRC for investigation into the situation. Jane LaBrot is checking with an attorney on the legality of this proposal.

New Divisions

In the club 14's and 16's divisions there are a large number of teams. Therefore, the Junior Board has decided to help the lower teams in those divisions have a reason to compete. They have created an A and AA division of each of those two age groups.

The process will work as follows: Club Directors will enter their teams into the club division (in either 14's or 16's division) at the beginning of the season. They will also submit a strength assessment with their entry. For the first tournament, the teams in the 1-40 seeds and the 41-end will be snake seeded respectively for a seeding tournament and placed in a specific division for the second tournament based on their finish in the first tournament. After the fourth tournament the teams will be cut into A and AA Divisions with no movement between divisions for the remaining two tournaments to seed for the Region Championships. The AA Division will be cut at the 36th team mark. The remaining teams will be in the A Division. Awards will be given to the A and AA champion and runner up.

Background Screening

The Junior Board feels this is only adding to the list of things that you have to do to coach which may cause people not to coach. There are philosophical differences in opinion that may cause some to refuse to be screened. Harold's suggestion is to help those having the philosophical differences work through their frustrations in this program. There are more and more requirements in the name of safety or security in many jobs today. We are only one in a number of other sports that are doing background screening.

Junior Beach Summary

There were 180 girls/boys that participated. The program was a great success. People are calling already for junior beach.

Flagstaff was well attended and wants to host again; Tucson tournaments were not well attended; Prescott is possibly building 5 sand courts and wants to host; Phoenix (Victory Lanes) has 6 lighted courts and is adding 2 more.

Kudos to Eric for a job well done with this program. His program was mentioned at the ROD meetings by Jeff David of the AVP as one way to run a program.

Old Business

Reorganization

The retreat produced some changes to the proposed organization plan. Each Division Coordinator is working to clarify the duties and responsibilities of each of the positions under him/her. Changes may need to be made to the By-Laws to coincide with the new organizational chart. The issue will be reviewed after the reorg changes are made.

Strategic Planning

The Region is at a point to expand programs and services while working on securing the ability to use at least one indoor facility of at least 8-12 courts. The Strategic Plan will serve as a guide for next season for the Region and especially for the creation of new positions under the Board members.

Officiating Clinics for Junior Players

Issue to be reviewed after the budget for 2004-2005 is approved.

Fees for college and/or military teams

Issue to be reviewed after the budget for 2004-2005 is approved.

Web Site

Issue to be reviewed after the budget for 2004-2005 is approved.

Develop Staff Handbooks for Official's Division, Office Staff and Board Positions

This would include hourly staff, independent contractors (officials) and Executive and Junior Board positions. Desired completion date to be on or before the 2004 Arizona Region General Assembly.

Rationale: Do we have regular employee evaluations? What about laws regarding publishing staff positions?

Issue to be reviewed after the budget for 2004-2005 is approved.

Pay Scales

Issue to be reviewed after the budget for 2004-2005 is approved.

Policy for Vendors at Tournament Sites

Policy approved electronically on 2/20/04 – copy of policy attached to March 7, 2004 minutes.

Investments

Issue to be reviewed after the budget for 2004-2005 is approved

Business Cards

Issue to be reviewed after the budget for 2004-2004 is approved. We would not need to print business cards prior to a possible move to another location.

Budget Process

Each Division is working on the 2004-2005 budget for their respective Division. This is the start of an annual process.

Motion: Each Division in the Region (Commissioner, Secretary/Treasurer, Officials, Adults and Juniors) shall submit budget proposals in June for review. Programmers shall present budgets at the annual summer Arizona Region Retreat. Discussion and approval to

occur on or before August 1st of the same year. Each Division's budget proposal should also include their assumptions/goals for the upcoming year.

New Business

Home Courts Facility

What additional thoughts are there with respect to the facility? For example, how are the following going to be dealt with?

- i. Space – 3 offices sufficient?
- ii. Security – How secure are the offices? What else is needed to insure the safety of equipment?
- iii. Utility controls – are these included in the lease?
- iv. Conference Room – Originally, this was a shared space? Still so? If not do we need a conference room?
- v. Sound Baffles in Gym – Sound baffles are needed in the playing area. The concrete walls will repel the sound and will make it impossible to hear anything/anyone near without some sound baffling/absorbing mechanisms.
- vi. Access to Bathrooms – Where will they be located?
- vii. Entrance – is the current design sufficient for the numbers of people who may be entering/exiting the facility when events are held?
- viii. Storage Space – where will the storage space be located?
- ix. Revenue from the gate – will the lease allow us to charge admission if we choose?
- x. Sponsor Banners – will we be able to promote our sponsors in the building if they have different ones for the facility?

Harold to send note to Deke Appelgate and Rob Recio with concerns noted above.

Newsletter

Eric Hodgson has produced a sample newsletter that could be sent to all members. He will research the cost of production and mailing it to 4500 members and report to Harold on Monday, Aug 23rd.

Motion to approve \$2500 to produce and mail newsletter to membership subject to the review of the Board (Kiefer/Blake) Motion passes with one abstention.

Web Site/ Webmaster

The Board needs to clarify what we want out of and done to our website before hiring someone to change things.

Background Screening for Officials

Even though the National Office will not require the Background Screening of Officials until the 2006 season, the Arizona Region will institute them for the 2005. This was the consensus after much discussion. The main point being that the only "incident" we have had in regards to sexual harassment and a junior player involved an official. The Board did not feel that in the event of another incident they could legally defend the position to wait.

Next Meeting: Wednesday, September, 15th, 6:30 pm

Announcement: Happy Birthday to Doug Kiefer tomorrow (Aug 23rd)

Meeting Adjourned: 3:05 pm

Minutes recorded by Becky Hudson

Action Items as a Result of This Meeting

- Division Coordinators are to finalize budgets for their respective Divisions for the 2005 season
- Division Coordinators are to finalize the duties and responsibilities of those positions under them identified in the new Organizational Chart revised at the Retreat.
- Strategic Plan to be created as a guide for the Region
- Harold to send note to Deke Appelgate and Rob Recio regarding the questions raised about our use and office rental at the Home Courts facility being proposed in Tempe.
- Doug to survey other regions to find out what is required of officials in regards to training, clinics, advancing in their ratings, etc.