

**Arizona Region
Executive Board Meeting**
March 11, 2015
Agenda

1. **Call to Order** (Time: 1:33 p.m.)

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. (Pelham/Hudson/MC)

5. **Approval of the Minutes**

Motion 2: Move to approve the Minutes of February 18, 2015 as amended (Salima/Pottle/MC).

6. **Old Business:**
 - a. **Tag Line**

It has been suggested that the Arizona Region come up with a tag line for marketing purposes. Tabled

Serving Volleyball - Pelham

 - b. **Merchandise Giveaways**

It would be a good idea for the Arizona Region to allocate funds to provide for Arizona Region merchandise to be given away at various times to market the Region.
Motion: Move to establish a line item in the budget for promotional items under the Marketing area. Tabled

7. **New Business**
 - a. **AZ Region Club Qualifier Seeding – Charlotte Pottle**

There was a request to change the seeding and format of the 14's NCQ format to include cross pool matches to reseed.
This is a significant enough change that other club directors should have a voice in this before implementing a change to the Qualifier format. This will be discussed at the retreat along with a reorganization of seeding process.

 - b. **Pay scale for the Score/Ref Clinic – JR Salima**

Ernie Vasquez, Milka Steiner, Jim Feickert and Alyson Parry make up the training committee. Ernie Vasquez and Milka Steiner worked up a proposal for the pay scale for the junior clinic clinicians based on the time each clinic lasts and the responsibility of the Head Clinician. The Head Clinician will pick up the materials from the Region Office for the clinic and be responsible: 1. to return the items in the kit, 2. collect and turn in the verification forms and 3. repack the kit for the next clinic. The person picking up the materials, taking them to the clinic, returning them to the Region Office and repacking the kit will receive \$25. Each scorer clinician will receive \$40 per score clinic worked. Each referee clinician will receive \$30 for each ref clinic worked. To Best Practices
Motion 3: Move to approve the revised pay scale for clinicians – (Salima/Pottle/MC)

 - c. **SafeSport for Officials & Junior Coaches**

Motion 4: Move to require all junior coaches and officials be trained in SafeSport for the 2016 season and beyond. (Cranswick/Hudson/MC).

- x. Next meeting will be held on Wed, April 22 at 1:00 pm.

8. Officers' Reports

Commissioner

- a. Information/News -
 - i. RVA Meetings in Detroit
 - ii. Ryan Woodworth's father passed away. Services are Friday. Lisa Naughton will attend for the Region.
- b. Region Office Information – Becky Hudson
 - i. Alexa Moser asked to work 2 additional weeks in March. We granted that request. She will be finished at the end of the week.
 - ii. We are receiving a lot of complaints via phone and email. We need to look at our operations and make sure we are giving our customers the best product we can. I am not sure that is happening at this time.
- c. Region Outreach Director – Eric Hodgson
 - i. Upcoming Events
 - Gallegos Family Night – March 12
 - Another school clinic in Tucson being arranged for April
 - ii. A table has been reserved for the AzAPHERD Convention in October 2015.

Secretary/Treasurer – Becky Hudson

- a. Treasurer's Report: Feb 2015

Income:	\$ 328,672.07
Expenses:	\$ 131,736.81
Balance in checking account as of	02/28/15 = \$ 196,935.26
Balance in High Yield Savings Account as of	02/28/15 = \$ 377,628.49
Balance in Grant Development Fund as of	02/28/15 = \$ 9,390.21
Balance Wells Fargo CD's	02/28/15 = \$ 40,030.82
- b. Marketing/PR Update – Eric Hodgson
 - i. Newsletter – Hard Copy Newsletter has been mailed out. You should have received your copy.
 - ii. Golf Tournament Fundraiser – Ron Pelham
Christine Wiley is going to help Ron with donations for the golf tournament.
Some golf tournament participants may come in and pay for the golf tournament at the office instead of online.

FastMed Urgent Care might become a Title Sponsor for the golf tournament.
Michael Keith bought 2 foursomes and 2 signs.

Officials Division Coordinator – JR Salima

- a. Information/News –
 - i. Jordan Ahern resigned due to personal circumstances
Rick Tate is not back
Landry Homsher has agreed to take the Team Lead for the Metro East sub zone.

ODAC discussed the idea of our Region Provisionals working NQs. ODAC is going to require all the officials to notify their Team Lead if they are going to work a NQ. JR will let the tournament official know the strength of the official they are employing. These refs represent our Region. It would be in the best interest of our Region and the teams they will be officiating.

Coaches of 14 and under teams will be required to R2 at least one match of their tournament day until we hear from USAV that they will not be required to ref at Qualifiers and JNC.

The Official's Division will be conducting an election concurrent with the Ex Board positions for the second At-Large position of ODAC.

- b. Concerns/Problems/Issues
 - i. Survey presented by Eric Hodgson
The question came about after asking 2 new officials how they are evaluated. They were all for the feedback. The intent was a way to give the official feedback so that they can get better.

Response from the Officials' Division is that the officials give feedback to each other all the time. The coaches can give feedback on the Match Comment form. Feedback from the coaches is too personal for the officials. Coaches look at the match differently than the officials. Officials have to set a bar in each match on what level they are going to call. Coaches don't see this perspective. When a coach rates an official in junior volleyball it is can become a personal attack and we will lose officials. Putting comment cards in the hands of coaches in this arena will cause more harm than good.

The Match Comment Form will be revised to include positive comments and negative issues. Currently the form is viewed as the initial step in an investigation. We need two distinctly different forms. A Good Word Card or Comment Card to be put out so people can comment on any number of issues.

What is in place now? Match comment form, official observations, email communications. Lead official should be observing other officials that are working at their site. It is part of their job to give feedback. Lead Officials need to understand this role is part of their job.

Every official should get some feedback each weekend. If an official does not get any feedback they should contact their Team Lead. It can be intimidating for a new official to ask for feedback. We need to make sure the new official understands we want them to ask for feedback for them to get better.

Clearly something is happening to make people generate ideas as to how we can be better? Site director comments on why an official did not take action in dealing with a disruptive parent.

Protocol lesson on the effect this survey has had on the Official's Division: If someone comes up with an idea that impacts another division have a one on one conversation to discuss it before taking it to the masses or the people involved. Then the division coordinator can address the division as one with the leadership.

**Survey the coaches on a variety of issues relating to their experience in the Region. Give at regionals and tally for the retreat. Ask each division what they want to receive from the coaches?

The Lead Official instructions will be revised to include observations and feedback on the officials at the site.

Adult Division Coordinator – Ron Pelham

- a. PVL Report
 - i. Sizzle women's team is participating in the UofA Spring tournament.
 - ii. Tryout Fee
A \$50 tryout fee will be charged for the Sizzle tryouts.
Some of the money from the tryouts could be used for food and water for their participation in the UA tournament.
 - iii. Team Commitment
A contract with the Sizzle team players needs to be developed to make sure the player understands what the commitment is and to acknowledge they are committed to the Sizzle team. The contract will include a provision that the player can't pull out of the commitment and participate in any other division of the US Open championships in the same year.
 - iv. Ultra Ankle is coming on board with the PVL. They did not want to sponsor a region team but Ron turned them toward the PVL. We should have gotten a kickback.
 - v. Ron sat next to the Indra Nooyi, CEO of PepsiCo on the airplane. She called him to become involved. Gatorade is already a sponsor of the PVL and is a Pepsi product. Either PepsiCo will get involved or nothing.

Junior Division Coordinator – Charlotte Pottle

- a. Information/News
 - i. Junior Forum
Blackout period was revisited at the request of some high school coaches. The discussion went well. The discussion centered around the following: Nov 1 no contact with any players that are still participating in the state high school playoff process. Policy to be adopted.

Is it appropriate for someone to video tape at the jr forum? The Forum is an advisory body to the Jr Committee; it is not a policy making body.
 - ii. High Performance – Ron Pelham
Girls HP – Clinic provided for over 50 participants. 7 coaches backed out 24 hours prior to the clinic. Other coaches stepped up and the clinic went on without a hitch. The program is building up well. People that have left the program are coming back.

Boys HP – We will enter 2 Boys' teams. Ron will reach out to Sam Hubbard to see if we can get a refund if our younger team does not make.
 - iii. Junior Beach Program – Players are signing up for the beach program

9. Committee Reports

- a. Ethics and Compliance Committee – JR Salima
 - i. No issues coming forward.
- b. Budget Committee – No Report

10. Announcements

Approved 9.16.15

Vulture Peak & NCQ on March 28 & 29,
Sizzle Tryouts on March 13

11. Adjournment of the Meeting (Time: 4:35 pm)

Motion 5: Move to adjourn (Pelham/Salima/MC)

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

- AZ Region NCQ seeding and tournament format to be reviewed and changed if warranted.
- Clinician payscale to be put in Official's Handbook
- SafeSport requirement for all officials and coaches beginning with the 2016 season
- Review office operations to make sure we are giving our customers the best experience we can.
- Officials' At-Large election to take place during the Ex Board election during the Region Championships
- Coaches survey to be taken during the Region Championships tournaments. Results to the Retreat. Include feedback on Officials' Division.
- Match Comment form to be reviewed. Positive comment card to be developed
- Lead Official instructions to be revised to include giving feedback to all officials at their site each tournament
- Sizzle player contract to be developed
- Blackout period to be reestablished. Policy to be drafted