

**Arizona Region of USA Volleyball
Executive Board Meeting Minutes
March 6, 2007**

1. **Call to Order:** Time: 7 pm, AZ Region Office, 2105 S. 48th St, Ste 108, Tempe, AZ

2. **Roll Call**

Commissioner -	Harold Cranswick
Secretary/Treasurer -	Becky Hudson
Officials Division Coordinator -	Peter Meyer
Adult Division Coordinator -	Justin Blake
Junior Division Coordinator -	Jonathan Norris
Guests -	None

3. **Motion 1: To approve agenda (Meyer, Norris, Passed)**

4. **Motion 2: To approve the minutes of Jan 23, 2007 as amended (Norris, Blake, Passed)**

5. **Officers' Reports**

Commissioner

a. Information/News -

- i. Restructuring of the USAV Board of Directors – At this point, there has been no information on the restructuring of the USAV Board of Directors.
- ii. JVDA – No additional information on this new organization at this time. Harold received a personal contact from Jenny Hahn to put a link to their website on our website. Harold viewed the JDVA website and there is no info on their website explaining what the organization is about. Harold will wait and see what transpires before recommending this be put out to our club directors and coaches.
- iii. National meetings - ROD & YJOVD meetings in Austin, TX in May. YJOVD meetings in August have been moved to October to coincide with the ROD meetings. No commissioners will be able to attend the YJOVD meetings. We need to find representatives to attend since Harold and Becky will be involved in the ROD meetings.

b. Region Office Information – Becky

1. Every Board member contributed to the newsletter. Eric says thank you to the Board members for their contributions to the newsletter.
2. Odds and ends of registration are all that is left. We will be reorganizing the routines of the office to better facilitate our tasks. There was a lack of communication that caused some problems. Problem was that each person had

their own tasks and did not interface with the other members of the office even though there was information that needed to be conveyed to another.

Secretary/Treasurer

a. Treasurer's Report:	Feb 2007
Income:	\$ 53,245.89
Expenses:	\$ 113,353.43
Balance in checking account as of	2/28/07 = \$ 217,875.80
Balance in Money Market Account as of	2/28/07 = \$ 165,778.46

b. Marketing/PR Update – Eric Hodgson

The Spring newsletter was published and sent out two weeks ago. The cooperation between the other officers and their contributions to the newsletter was terrific. Nearly every Region voice was heard from. Well done all!

The newsletters advertising revenues were down from last year due to a few less camps and smaller ads.

The marketing contracts are in. We have offered a contract for those that want unlimited tournament sales opportunities, and also offered a smaller package for those wanting to pay as they go at tournament sites. Both are being utilized and will be reviewed at the end of the season.

Officials Division Coordinator - Peter Meyer

- i. All in all things are okay. Feedback portion (Match Comment Forms and Official's Reports) of each weekend is getting better. A couple of weeks of Match Comment forms are backlogged due to Fiesta & the crush of tournaments in February. Each week for Peter spends a few days sending remarks to submitters and offenders. Arrowhead club teams seem to be mentioned a lot. As a start, we need to tell the club directors to have a mid-season meeting with parents about their behavior at tournaments - how their behavior affects our position at sites. Clubs are responsible for educating their parents.

Parent issues seem to be getting worse each year. Entitlement attitude of parents is the main cause. Jonathan received an email in response to the article in the newsletter. The parent said it was the site that was the problem - for not having enough trash cans and the bathrooms not clean – that is why she can't clean up after herself. She said that the notices to not sit on the bleachers were put on white paper and were not clear. Bill Lang printed up House Rules for the coaches that were at the site he hosted. He said that it worked out very well but he still had to tell parents not to bring in coolers. It was worth the effort to print these out. Create simple rules that the parents can abide by.

Ernie Vasquez wrote to Charlotte Pottle of Club Arrowhead about an incident at a tournament involving an Arrowhead parent. Charlotte replied that she would take care of it. It is very difficult for one person to keep the site running and clean and

and to police the parents in the entire site. It was easier when the parents were compliant. Possible solution may be to require each site have two to three site directors. Contract prices would have to go up. Enforcement of policies should not be our primary concern but it is becoming the main point. Site Director should be in charge of running the tournament, one person to manage the gym and one person to stand at the door checking for stuff coming into the site. Take this item to the Retreat.

Answering Match Comment forms is taking much more time than Peter thought it would take.

Adult Division Coordinator - Justin Blake

- i. Couple of issues – most due to gym space. One person in particular was very upset that we had to move most of the last tournament from Tucson to Phoenix. He understands the challenges a little more now. It is getting harder and harder to secure enough gyms in Tucson to run our adult tournaments.
- ii. There were a couple of “no shows” this past weekend. We are no longer switching matches for late teams. Someone from the team must be at the captain’s meeting or their team is out of the tournament. We are holding fast to that rule at our tournaments now.

Junior Division Coordinator – Jonathan Norris

The Junior Board has not had a meeting. An attempt was made in February; most of the members were out of town. The Jr Board has several items to discuss.

The biggest issue in front of the Junior Board is getting ready for the AVC tournament. There are some logistics that need to be worked. Lisa Naughton is doing a great job in communicating with Andy Reitingner and the Tucson CVB people. It should be a fun weekend for the kids.

There have been a few issues with clubs about releasing players. Harold did have to step in on one issue and was able to help it come to a conclusion. Aside from parents, this season has been very uneventful.

High Performance

After the January meetings, it's become clear that the HP mentality has not changed, that bigger Region's are getting most of the opportunities and the cost for smaller regions continues to be prohibitive. Regions in New York, New Mexico and the Pacific Northwest are looking for alternatives to the HP Championships, held in Florida again this July.

The Region will again do an HP camp in a more cost effective way to get the name out to the Region kids that are age eligible, and at the same time help fund the future of the program.

We are in early negotiations with some gentlemen from Mexico about the possibility of a mini tournament featuring teams from Mexico and the United States. Southern

California, New Mexico and Texas Region's have all asked to be included in the information as it comes along. However, information is very slow coming out of Mexico. The idea to shoot for that kind of tournament for 07 was quickly abandoned due to the untimely responses and so we will look for next season.

We will use the camp this year to look at a group of athletes we will invite to participate in tryouts for the proposed US/ Mexico tournament.

Junior Beach

The In-Season beach is two for two in winter rain. The next one is this Sunday, with the weather threatening to be actually sunny. Response has been mixed and slow, but weather has paid a major part of it.

The Summer Junior Beach Program is up for registration. The schedule has been altered to make the season longer, but gives the program ample room for growth. Victory Lanes has been very accommodating with the program. We are using two new facilities for out of town tournaments; Flagstaff Athletic Club has cut a deal with us to host three tournaments; and in Tucson we are going to play at SportsPark off of Ina Rd. We were there a few years ago, but a lack of communication and commitment forced us elsewhere. They seem to be back on board.

The Summer program is also offering specialty tournaments; two junior coed, a mother's day tournament, a father's day tournament and two college girl's tournaments.

Eric is using some extra help this season to run pools and tournaments.

The AVP is offering a free beach clinic again to our Region kids, and is asking for volunteers as well. Eric is coordinating both of those things with the AVP and the Region.

The USAV Beach program has yet to finalize their schedule, but their emphasis is going to be placed on getting more adults involved, and having more venues and training for the elite players. Our HP tournament is up in the air until we get the final schedule from them, sometime in mid-March.

Coach's Education

The issues with some late IMPACT coaches have been resolved.

Until the official CE Director is hired, Eric will continue on an interim basis.

6. Committee Reports

- a. Incident Review Committee –
We will be posting for applicants for the positions of ECO and Coaches Education Director on the website.

- b. Budget Committee –
It is time to begin to look at the 2007-2008 budget figures.

7. Old Business:

- a. Creation of an Arizona Region Development Grant Plan –
Information distributed on the grants plans in the Carolina Region and the USAV Grant Plan.
The Region could possibly change the use of any future Golf Tournament funds from the current use (half to High Performance team and half to Starlings) to a new use (half to the creation of new high school boy's teams and the other half to be used for any innovative grassroots ideas).
- b. Changes to the Constitution and By-Laws – to the Retreat
Discuss the creation of an outside position on the Executive Board.
- c. Security System for the Arizona Region Office – Justin Blake
Update. Justin talked to two independent contractors and one alarm company (DH Pace) that he knows. No numbers yet but will have them come in and let us know what they could do for us. He will talk to them next week.

8. New Business

- a. Staffing Issue – Becky Hudson
Lisa Naughton has been here a year now. She has taken on the accounting of club payments and making the deposits. She is also the contact person for the AVC tournament.
Motion 3: To raise Lisa Naughton's pay from \$10 to \$11 per hour. (Hudson, Blake, Passed)
- b. Guidelines for a club in "Good Standing" – Retreat Item
Discuss our involvement when a club does not hold up their end of their contract with their players. When can the Region grant a release from a club when a team disbands if the club is holding them up for contract money? Ideas: Escrow idea and small claims court ruling – if the club and parent can't come to a decision – we mediate the situation – to get the kid back on the court – we pay for an arbitrator to come in and mediate the situation – parties would pay for the arbitrator to come in. Club Directors policy – put a time frame on the response time from a club/parent - communication must take place to deal with the situation. Put in place some mechanism to release the kid pending the conclusion of the issue – hold something in escrow or some other authority.
- c. Leagues - Becky
Idea to create a youth summer league and have junior players act as coaches and junior refs officiate. See if Eric can work up a proposal and see the viability of the league.
- d. Behavioral Issues - Peter
Harold will draft a letter for the clubs dealing with parent issues. Also send this item to the Retreat.

e. Technology Purchases

Motion 4: Move to authorize the Region to spend no more than \$300 for the purchase a wireless router for the office. (Norris, Hudson, Passes)

Motion 5: Move to authorize the Region to spend no more than \$1000 for the purchase of a laptop computer. (Blake, Norris, Passes)

Becky will do some research with Earl Capps regarding on offsite backup system for our server to replace our current tape backup system.

f. Conflict of Interest Form

Motion: Move to require every member of the Executive and Junior Boards to sign a Conflict of Interest form at the beginning of each new volleyball calendar year.

Harold will draft a Conflict of Interest Form and bring to the next meeting

g. Next meeting will be held on April 3rd at 6:30 pm
Junior Board will attempt to meet on March 20th.

9. Adjournment of the Meeting 8:30 pm

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

- Junior Board members needed to attend the YJOVD meetings in October
- A call for applicants for the positions of Ethics & Compliance Office and Coaches Education Director to be put on the website.
- Budget process to begin after March – 9 months into fiscal year.
- Justin Blake to contact security company about a system for the Region Office
- Lisa Naughton's pay to be raised to \$11 per hour
- Youth summer league to be researched
- Harold Cranswick to draft a letter to the Club Directors regarding parent behavior
- Harold Cranswick to draft a Conflict of Interest form for Board members to sign
- Wireless router to be purchased for use at the office
- Laptop computer to be purchased for Region business
- Becky Hudson to research an off-site backup system for our server.
- Items put to the Retreat –
 1. Discuss Site Director duties – personnel needed to run a tournament
 2. Parent Behavior Education to be discussed
 3. AZ Region Development Grant Plan to be discussed
 4. Change to the Constitution & By-Laws – Outside position on the Ex Board
 5. Club in Good Standing Guidelines – when to intervene?