

Arizona Region of USA Volleyball
Executive Board Minutes
November 3, 2004

Call to Order: 6:37 pm

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

Guest: Becky Hudson

Reading of the Minutes of August 22, 2004, waived. Minutes approved as written.

Officer's Reports

Commissioner – Harold Cranswick

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

USA Open National Championships to be held in Denver, CO
Competition Venue: Denver Convention Center
Competition Dates: May 28 - June 4

USA Junior Olympic Girls Nationals to be held in Salt Lake City, UT
Competition Venue: Salt Palace
Competition Dates: June 29 - July 6

USA Junior Olympic Girls Invitational to be held in Louisville, KY
Competition Venue: Kentucky Fair & Exposition Center
Competition Dates: July 6 - July 13

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

b. National Meetings

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

- Jon Lee is the new ROD Division Vice President
- Meetings were run very smooth
- Each member of the USAV Executive Board is assigned as a liaison to another Division. Al Monaco is the liaison to the ROD.
- Glenn Sapp replaced Wally Hendricks as the Official's Division Vice President
- Interesting move by Al Monaco – all division appointments for the next quad are mostly current or former commissioners.

c. Region Office Information – Becky Hudson

- Home Courts

Rob Recio contacted the Arizona Region office on Oct 21 to inform us that the current Home Courts- Arizona facility is a dead issue. The city of Tempe rejected their occupancy request based on the restroom situation. They appealed it 2 times and were rejected on all appeals.

Rob did inform us that they were in negotiations with the owner of a piece of property in the same area with a build to suit opportunity. He will keep us posted on the status.

Rob has been officially hired by Home Courts to handle the operations in Arizona.

- Junior Girls Tryouts Issue

There have been several issues that have arisen with Junior Girls Tryouts from the office standpoint.

1. Date change/conflict with AIA state playoffs.

The AIA had established dates and times for their state playoffs which we did not check out before we established our dates. As a result, we told our club directors that they could have tryouts on Nov. 6th after the last state final match of the day. This match (2A finals) was not scheduled to start until 7 pm which really does not allow for any tryouts on Nov. 6th. We had 4 clubs that scheduled tryouts that would conflict with this time. Three of the four changed their tryout dates for the affected age groups. One decided to hold an “open gym” during the conflicted time and then pick their teams after the possible end time of the 2A finals. This is a violation of the intent to not conflict with the AIA State Championships.

2. Insurance Certificates – lateness of receiving the renewed certificates

Due to the lateness of ESIX and USAV signing the renewal policy for our liability insurance the certificates were received just days prior to the start of the new club season. Many of our clubs were being threatened with being locked out of their gyms on Nov. 1st if the certificate was not received and recorded with their respective district/school offices before their tryout dates. As of this date the office has not received the new insurance handbook for the 2005 season.

3. Lateness of Background Screens submitted by Jr Girls Clubs

With the Background Screening of all persons in a supervisory position with junior players being a new program for the 2005 season there was bound to be glitches. For the most part, our boys programs were able to complete their background screens prior to the start of their season. I can't guarantee that it all happened before they held tryouts or practices. The office was deep in the set up of the system at the same time the junior boys clubs were conducting tryouts and informational meetings. However, the majority of our junior girls programs, with more time to accomplish the task, waited until the last week of October to send in the bulk of these screening forms. This was after an email was sent out reminding them of the need to get this done prior to tryouts. This was discussed at length at the General Assembly. I can't explain the delay by the majority of the junior girls clubs to submit these screens to be done prior to their tryouts.

There were also some problems with the Consent and Waiver forms that caused some rejection of applications. This has been cleared up with USAV and SSCI. Any of the rejected applicants can reapply for another screen. The Arizona Region had one person rejected. He has since reapplied.

4. Now that tryouts have begun we are receiving calls regarding the 24 hour period to notify the club of not participating with them and a refund of monies. There is a conflict with this statement and what the clubs require in regards to Commitment Fees and Fixed fees. The parents understand that this is a full refund of all monies paid to the club – including commitment fees. This statement really only refers to membership fees that would be paid to the Region. Most of the commitment fees are non refundable. This is causing

some confusion with parents who think that because of our statement they can go to another club for tryouts after committing to a club with no out of pocket costs.

From an office standpoint, I think that the first three of these issues could be cleared up by delaying the start of the season until after the AIA State Finals weekend. This would be after Nov. 1st which would mean that all certificates should have been received and recorded 1 or 2 weeks before the tryouts were held, the State Finals would be completed, and the junior girls clubs should be better prepared to submit their background screens on their coaches because they would all be done with their high school seasons and focusing on the new club season.

It has come to our attention that there is a Jr. High State tournament that is the weekend following the 2004 State HS Finals. I am not sure if this is a constant each year and not sure who puts it on.

- General Assembly Attendance

2004 Clubs Represented	Girls 21 of 53	Boys 7 of 11
New 2005 Clubs	Girls 7 of 8	No new boys clubs
Adult Team Reps	Not sure of the # of Adult team reps	
Officials	None outside those on the Ex. Board	
Tournament Hosts	1 person attended as a possible host	

- Doug Beal guest speaker

Doug Beal will be the Guest Speaker at the Jess Schwartz Jewish HS Fall Sports Banquet on Nov. 29th at the high school. The Athletic Director called with this information and said that he would send us information on the event should we decide to attend. The office has not received the information to date.

A fifth problem was raised in regards to the Junior Girls season. The problem is clubs that offered an Open Gym or Clinic in October were actually reviewing kids for tryouts and basically conducting a tryout session. This needs to be discussed at the Retreat.

Secretary/Treasurer – Doug Kiefer

Treasurer's Report

October Income:	\$26,467
October Expenses:	\$15,829
Checking Account Balance 10/31/04	\$11,644
MMA Balance 10/31/04	\$123,019

Sponsor Update

- Negotiating with Kaepa as a Title Sponsor – Susan McCord of Kaepa indicated that they were targeting our Region.
- Also negotiating with several other sponsors from last year.
- Goal is \$20,000 product and cash – should exceed
- Harold and Doug to discuss some fundraising opportunities

Official's Division Coordinator – Peter Meyer

First month is done with referees paid. Rocking with the boys tournaments.

There are many officials that have not registered and completed their background screening. This leaves us short for boys this weekend – Nov. 6th

Adult Division Coordinator – Justin Blake

Justin is getting inquiries from players looking for a team on how to get on a team.

Some suggestions to help with this were:

Work with the Team Reps to come up with a way to introduce players to team.

Have a tournament where Free-Agents can find out about and play with various teams at the same time.

Junior Division Coordinator – Jonathan Norris

AZ Sky is having an “open gym” during the time of the state high school finals. They had advertised for tryouts but will wait until the final match is completed before the tryouts will begin. Justin Blake and Shayne Lehman will attend to make sure that no tryouts are happening before the last match should be finished.

AIA is considering a rule that will allow kids to play club sports during the school season in the same sport. This is making its way through the process.

The Cactus Classic is normally officiated by the U of A Men's Volleyball team as a fundraiser for the Men's club team. How will the background screening process apply to tournaments like this? Paying for the background screen and their one event membership will wipe out the money that would be donated to the Men's Club.

Committee Reports

- a. Incident Review Committee – Still waiting for one written report from last year. A new committee(s) will be formed for the current season.
- b. Budget Committee – no report

Old Business

a. Budget

Motion to approve the budget as presented with the Official's Revenue and Expenses to be included and clerical corrections to be made. Jonathan Norris, Justin Blake, Motion passes unanimously.

The budget is a framework to work under – we must be more accountable with the funds to help reduce the deficit.

If the an expense goes over budget or a new program is added - we can do this with Board approval.

b. Personnel Decisions

Manager of the Web Site

Harold, Becky and Jerry Moews discussed the idea of a group managing the web site. It would allow someone to be available at all times to update the web site.

Question raised – do we want to integrate an online registration database into our web site for future use instead of paying for Sign Up to Play?

Motion to hire someone to fill the position of Manager of the Web Site for the Arizona Region. The position will have a salary of not more than \$5,000 per year with a review every six months for the first two years and every year after the first two years. Peter Meyer, Doug Kiefer. Motion passes unanimously.

Marketing Director

Motion to allot \$6000 + incentives to establish a Marketing position utilizing the job description and duties assigned. Doug Kiefer, Justin Blake. Motion passes unanimously.

Incentives would be commissionable ad sales and the like.

- c. Officiating Clinics for Juniors – delete from agenda
- d. Fees for College and/or military teams - tabled
- e. Develop Staff Handbooks for Official's Division, Office Staff and Board Positions

As the Secretary Treasurer, Doug Kiefer has been charged with developing draft handbooks.

- f. Ad Hoc Stipend and Pay Committee - Tabled

New Business

a. By Law Revisions

Because of the reorganization of the Arizona Region, the By-laws need to be revised to reflect the changes for at least the following:

- i. Commissioner Division
- ii. Secretary/Treasurer Division
- iii. Official's Division
- iv. Adults Division
- v. Juniors Division
- vi. Committees
- vii. Wages and Stipends
- viii. Advisory Board

Within each Division, the By-laws should list (1) the addition of each of the paid positions within each Division, (2) each position's respective duties and responsibilities and (3) an explanation of how the person is hired or appointed. Possible changes should be reviewed prior to the next

meeting. Any additions, deletions and/or revisions can be made at the next meeting or any time prior to the meeting.

The Division Coordinators have been charged with writing out the duties and responsibilities of each job under their division.

b. Gulf Coast Region

It was brought to the attention of the ROD that the Gulf Coast Region was hit very hard by Hurricane Ivan. Phillip Bryant, the commissioner, lost everything including all the region documents, office equipment, and supplies. It was asked of the Regions to go back to their Boards and see what they could give as a part of the volleyball community.

Motion to send \$250 and a number of volleyballs to the Gulf Coast Region. Doug Kiefer, Peter Meyer. Motion passes unanimously.

c. Copy Machine

The budget was approved earlier with the new copier lease agreement as part of the budget.

d. Plaques – Tabled

e. Advisory Board – Tabled

f. Board Meeting Dates

With the difficulty of establishing meeting dates from one meeting to the next, Harold is going to explore the past few years' meeting dates and see if we can establish some regularly scheduled meeting dates that people can count on.

g. Sanction Fees

Motion to reduce the sanction fees for in-state invitational tournaments from \$15 per team to \$5 per team. Doug Kiefer, Jonathan Norris. Motion passes with one abstention.

Next Meeting: Thursday, Dec. 2nd at 6:30 pm

Adjourned: 9:07 pm

Minutes were recorded by Becky Hudson

Actions required as a result of this meeting:

- Justin Blake to work out a way to integrate new players into the existing teams
- Harold Cranswick to investigate request by Jonathan Norris regarding officials for Cactus Classic.
- Doug Kiefer to continue negotiating with sponsors
- Budget to be implemented
- Marketing Director to be hired
- Web Site Manager to be hired
- New copy machine to be leased
- Division Coordinators to write out duties and responsibilities for each job under their position for the By-Law revision
- Money and balls to be sent to Gulf Coast

- Harold Cranswick to investigate meeting date history to establish regular meeting dates
- Sanction fee to be reduced for in-state invitational tournaments
- Doug Kiefer to come up with draft handbooks for the official's division, office staff and board positions
- Peter Meyer to encourage all officials to get their background screening and membership applications into the office