

**Arizona Region of USA Volleyball
Executive Board Meeting Minutes**
October 24, 2006

1. **Call to Order** (Time: 6:40 p.m., AZ Region office)
2. **Roll Call**
Present: Harold Cranswick, Commissioner; Becky Hudson, Sec/Treasurer; Peter Meyer, Officials Div Coordinator; Justin Blake, Adult Div Coordinator; Jonathan Norris (via phone), Jr Div Coordinator.
3. **Motion to approve the agenda (M/S/C - Norris, Meyer)**
4. **Reading of Minutes from the last meeting –**
Motion to approve minutes of Aug 20, 2006 meeting as amended (M/S/C - Blake, Cranswick)
5. **Officers' Reports**

Commissioner – Harold Cranswick

a. Information/News - ROD meetings in Colorado Springs Oct 7-10

- i. Restructuring of the USAV Board of Directors – At this point, it appears that the USAV Board of Directors will vote on a plan to restructure the Board in January. Proposed plans call for a significant reduction in the number of seats from 32 down to 19.

Key focus is on how many representatives from the Regions will remain on the Board – proposal is for 4 RVA members. Proposal – 4 Athletes, 4 RVA Reps, 2 Beach, 2 At-large/Independent, 4 Officers, 1 Indoor HP, 1 Coach, 1 Official. This is a directive from USOC to all NGB's.

- ii. Compliance issues – A great deal of attention was focused on the compliance issues faced by ROD. The commissioners were unanimous in their decision to deal with compliance issues internally. The various facets of compliance are under review with any changes to be voted on at the next meetings in Austin in May.

National organization is concerned with compliance of the Regions. They want to take over monitoring compliance.

- iii. Proposed rate increases – Doug Beal is proposing a \$10 per member increase in fees and, in his opinion, the sooner the better. The idea was not met very favorably by the ROD. No doubt the idea will resurface in May again. No rate increase in admin fee in the past 6 years. Vote to take place in May.

- iv. Insurance reports – Relatively good news came from the insurance representatives. The ROD was informed that things had turned out better than planned.

Best renewal in history of relationship with.

- v. Minimum requirements for coaching – Discussions continue with respect to minimum coaching requirements. Doug Beal and the folks at the National Office are determined to increase the requirements while Commissioners are not convinced that this aligns very well with the idea of “growing the sport”.

National office wants CAP to be minimum requirement. Regions are still struggling with IMPACT as minimum requirement.

b. Region Office Information – Becky Hudson

- i. Karen Crook reports:

- a. We are very lucky to have Christy Naughton helping out part time. Christy is Lisa Naughton’s daughter. Christy is a freshman at ASU. She is very smart, mature and a hard worker. She works well with little direction. She comes in on Tuesday and Thursday when she has no classes. Lisa will start coming in once the girl’s season starts. Between Lisa, Karen and Christy we will be able to cover the overflow of paperwork that will be heading our way.

- b. Boys Registration. We have finished up with boys registration with the exception of a few missing forms. This year we have 15 boys clubs, 34 teams and approximately 366 junior boys participating.

- c. Background Checks. Anyone that had a background check in 2005 will be re-screened this season. We have screened most of the boy’s coaches and are receiving screens for the girls coaches.

- d. Certificates of Insurance. We are still waiting for the disc from American Specialty Insurance Company. We are able to get certificates from their website. We have emailed requested certificates to clubs that have requested them.

- ii. Open gyms have caused some problems. They are becoming a recruiting tool for those that have them. There was a call to the office on scholarships offered to players from open gyms or social events held by a club. Some of the players being offered scholarships were with another club the season before.

- iii. A call came into the office asking about players with age waivers being allowed at the American Volleyball Championships tournament. Since the tournament is intended for our club teams and we allow players with age waivers to compete in the club division do we want to allow players with age waivers to be allowed to participate at the AVC tournament in March?

Secretary/Treasurer – Becky Hudson

a. Treasurer's Report:	Sept 2006
Income:	\$ <u>4,355.63</u>
Expenses:	\$ <u>13,344.37</u>
Balance in checking account as of	9/30/06 = \$ <u>42,096.96</u>
Balance in Money Market Account as of	9/30/06 = \$ <u>162,605.60</u>

We have had some dealings lately with the Department of Economic Security. We were audited by the DES and issued a determination that our reports had been erroneous in the past and our experience rating was increased to 2% from .94%. We are locked into this for the next two years. Loran Wimmer is going to file and appeal to see if there is any way to overturn this since the former Treasurer is no longer with us.

b. Marketing/PR Update

- i. Website update. There has been no response from Steve Cecil since we asked him to create a system for our website that allows us to group the clubs by zones. We will make one more effort to see if he is working on the database. We need to hear from him or the lack of response means we need to find someone else.

Officials Division Coordinator – Peter Meyer

a. Information/News –

- i. Jr Development Coordinator – Peter has talked to several people. Bob Tang and Earl Capps have been very involved in the past. They may possibly work as a team. Clinic date is tba. Plans are for Bob, Jim and Peter to get the program off the ground – possibly Earl too. Jim has the clinics planned.
- ii. Clinics – the boys clinic was a fiasco at Flowing Wells due to a No show official. Peter has assigned someone specifically for those teams that were at Flowing Wells to help them at the next tournament. The fiasco really set everyone off for the first tournament of the year. The Officials' Division wanted to do a better job with the clinics and it did not happen.

Scorekeeper/Officiating clinics are still to be scheduled.

b. Concerns/Problems/Issues

- i. Recruitment/retention of officials – Peter has identified 10 -12 new officials. The fact that officiating is a lot less work than coaching is a draw. Retention is still an issue. There are some who continually pulls out of assignments.

Adult Division Coordinator – Justin Blake

a. Information/News –

Continue to have interest in adults playing – they come to the Region looking for leagues. Can we partner with a school (private school possibly) to create a league? We may be able to partner with a city league maybe but not a school. Justin will contact a couple of Rec Centers to see about the feasibility of a running a regular league. We could work with them to create opportunities for their people and ours to run/play in leagues.

Junior Division Coordinator – Jonathan Norris

a. Information/News

i. Boys season is up and running. Everything seems to be going well. Three 14's teams are participating. I issue at first tournament – there were several teams in the same club that had no coaches there for the clinic. The club director responded very poorly to the information from the site director. General consensus of the Jr Board is what can we do beside sitting down with their club and coaches and let them know how things should be run. The director took the offensive and criticized site director instead of taking responsibility for the action of the teams and coaches. Jonathan will talk to him as a follow up and help lead him in the right direction so that it does not get out of control. This club has had issues in the past with behavior issues.

It is time to talk to the Jr Board about mentoring clubs instead of backing off and saying what can we do. Parents, players and coaches attitude seems to be that we are paying all this money we will do whatever we want. Who is responsible for changing that behavior? The Club Director is responsible. We need to nip it in the bud before it grows out of control. Teams can be competitive and intense with an attitude of sportsmanship and competition. The teams showed a complete lack of respect towards the use of the facility, the site director and their right to be there. We do not have a right to be there, it is a privilege to be there.

ii. 12's & 14's early start - so far no backlash at this point with starting early.

6. Committee Reports – no reports

a. Incident Review Committee –

A newly revised proposal is ready to be voted on.

b. Budget Committee –

The 2006-2007 budget figures are expected to be finalized and approved.

7. Old Business:

a. Election Update -

Junior Board – Brooke Paulovich from AZ Grand Canyon has been approached about filling the vacancy in metro southwest zone. The Junior Board recommends her to Harold for appointment.

The Officials' Division elected their At-Large positions. The At-Large Representatives are Mike Beck and James Gibson. The positions are for 2 years on the OD Board.

b. Review/Revision of IRC

Motion: (M/S/C - Hudson, Blake) Move to approve the new Due Process Procedure.

This new Due Process Policy gives us a starting line in dealing with issues. The Ethics & Compliance Officer will handle the incidents first. He/she will have the power and authority to handle the situation on site if needed. He/she will be seen and known by coaches and site directors. This will take the commissioner out of the first level of the process and put the commissioner in the appeals process only. This removes the conflict of interest in dealing with the commissioner at all levels.

The Ethics & Compliance Officer is an appointed position but would come before the Ex Board for approval. The position will be paid with a stipend not a wage. He/she will need to document what is done for the position in the inaugural season and the approximate time spent in the position for future reference.

Workload will include conduct issues in the adults, boys and girls divisions. The stipend will be for 10 months at 20-40 hours per month. A stipend of \$2500 will be set aside in the budget for the position. The position will come under the commissioner's division in the budget.

c. By-Law and Best Practices Modifications

Officials Division Elections –

Motion: (M/S/C Meyer, Hudson) Move to have only members of the Officials Division vote for the position of Officials Division Coordinator and the At-Large positions on the Officials Division Committee. Appendix

d. Budget for 2006-2007

Motion (M/S/C Blake/Meyer) Move to approve the 2006-2007 budget.

e. Arizona Region Arbitrators – Tabled to Retreat

Is there any reason to investigate the creation of an arbitrator position for the Region? Would the Region support the idea of paying Arbitrators present each weekend? Can we afford to have them?

f. Home Courts

Becky will call Jen Leo to host for Boys Region Championships. We have been holding off using them if we have enough courts because of the gate charge.

8. New Business

a. Creation of an Arizona Region Development Grant Plan – 2007 Retreat Item

Is it time to create a Development Grant Plan? Some Regions include roughly \$5,000 each year for the purpose of attracting grants related to the increased growth of the game in the Region. Is it time for us to do likewise?

We have the opportunity to apply for grants as a non-profit. We need to establish a revenue source to do this. This may be a better use of fundraising money since we don't have a HP program that needs the additional funds or we have not put any money towards Starlings so far. We could put golf tournament money towards a grant program. Criteria for the grant money could be for new development versus existing club use – we set the criteria for the use.

We need to establish a defined grassroots program and this is an avenue to fund that. We are supposed to be the leaders and all we have been doing is managing what we have.

Harold is tasked with finding a revenue stream for the grant program.

b. Division Goals for 2006-2007

Please send your Division goals to Becky. We plan to put them in the Annual Report at next year's Fall General Assembly.

Goals for each division to be established and presented at the General Assembly. Division coordinators to present the goals.

c. Changes to the Constitution and By-Laws

Creation of Advisory Boards? Input? Thoughts? Make-up of each? Should there be an Advisory Board for the Junior Board and a separate Advisory Board for the Executive Board?

This is a way to have others buy into what we do – give input. Good ideas are coming from Board members who are club directors but we could look at another perspective. One Advisory Board for the Region is a good start. We will probably start with junior representation – it could be parental, player, tournament hosts, business community member, etc.

Board members are to bring a concept for this body – make up, input, etc. This should be decided in conjunction with the Junior Board.

d. Changes to the Constitution and By-Laws – Tabled

Create of an outside position on the Executive Board? Input? Thoughts?

e. Changes to the Constitution and By-Laws - Tabled

Creation of the Ethics and Compliance Officer (ECO) position as part of the new Due Process Procedure. Elected or appointed? Stipend or wage? Under which Division?

f. Coaches' Education Director - Stipend

Motion: (M/S/C Meyer/Blake - Move to create the Coaches Education Director position and adopt the following Minimum Qualifications and job descriptions for the position: The applicant must:

1. be CAP II certified or higher
2. have a minimum of 5 years of coaching experience
3. be a currently certified IMPACT instructor
4. possess computer experience in the use of MS Office, Powerpoint, e-mail and

videography

In addition: It is desirable for the applicant to

1. have a college degree
2. be CAP III certified
3. be a Master IMPACT Trainer
4. have experience as a club director

It is expected that the position will require a minimum of 5 to 10 hours of work per week on the average.

The job duties for the position include:

1. Need to develop a master IMPACT schedule that includes 2 clinics in the North, 4 to 5 clinics in the Metro area, and 2 in the South.
2. Coordinate and conduct IMPACT Training sessions
3. Coordinate acceptable alternative clinics and workshops for IMPACT Clinics
4. Keep and maintain up to date records of all region coaches and communicate this information in a timely fashion
5. Organize administrative training such as tournament administration, Club Directors, Site Directors
6. Create educational materials for parents, coaches, and players
7. Market and conduct training for USAV and non-USAV organizations

g. Chaperone membership fees – Tabled to the Retreat

A suggestion has been made to reduce the membership fees for chaperones to increase participation by adults. Thoughts?

This will not change the number of members that become involved. Decision to hold off on this for a year – in the event Doug Beal's proposed admin fee becomes reality we could possibly help by lowering the cost of these memberships.

h. Security System for the office

In light of identity theft problem (data thieves) the office is a gold mine for someone to come in and take our files. Justin's friend was sued after his office was broken into and a safe stolen - he did not have an alarm system but everything was in a safe. He lost a lot of money in the lawsuit. Justin has settled on one person that will offer us a good deal for a system.

A rough idea of the cost for a monitored system would be around \$25 per month plus installation. Justin recommends that he come in and give us an idea of what we could use and the cost.

Motion (M/S/C Blake, Norris) to spend no more than \$1000 per year to secure Region information.

Justin will investigate options for this system.

- x. **Next meeting** will be held after the next Junior Board meeting which is still to be scheduled.

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

- Steve Cecil to be called about the status of the zonal database for our website.
- Justin Blake to contact a few city Recreation Centers about the possibility of partnering with them on city leagues or leagues for our members.
- Junior Board asked to consider a club mentoring program
- Harold to consider Brooke Paulovich to fill the vacancy on the Jr Board in the metro southwest zone.
- The New Due Process Policy to be published and included in our Bylaws and Policy section of the handbook.
- Becky to call Jen Leo about hosting the Boys Region Championships
- Harold to find a revenue stream for the grant proposal and bring to the retreat for discussion.
- Division Coordinators to create goals for their division and submit to the Secretary for inclusion in the Annual Report and distributed at the General Assembly.
- Board members to consider concepts for the Advisory Board and it's makeup and bring to the Retreat
- Coach's Education Director job description to be included in the Best Practices Manual.
- Coaches Education Director position to be advertised, interviewed and filled
- Justin Blake to investigate options for a security system for the Region office/materials.

10. Adjournment of the Meeting (Time: 9:12 pm)