

**Arizona Region  
Executive Board Minutes  
September 12, 2011**

**1. Call to Order – Meeting was called to order at 5:20 pm by Harold Cranswick**

**2. Roll Call**

Commissioner -	Harold Cranswick
Secretary/Treasurer -	Becky Hudson
Officials Division Coordinator -	JR Salima
Adult Division Coordinator -	Ron Pelham – via phone
Junior Division Coordinator -	vacant
Junior Board Members -	Lisa Naughton
	Charlotte Pottle
	Paul Vitola
Outreach Director -	Eric Hodgson
Guests:	None

**3. Approval of the Agenda**

Motion 1: Move to approve the agenda as amended. (Salima/Hudson/MC)

**5. Approval of the Minutes**

Motion 2: Move to approve the Minutes of December 07, 2010 as written. (Pelham/Salima/MC)

Motion 3: Move to approve the Minutes of August 16, 2011 as written. (Salima/Pelham/MC)

**6. Old Business:**

a. Changes to the Constitution and Bylaws – Harold Cranswick – Tabled to next meeting. Inconsistencies have been found between the Constitution, Bylaws and Best Practices. These inconsistencies will be researched and made consistent. The motion will be brought forward when the inconsistencies have been cleared.

b. Arizona Region Budget  
Motion: Move to approve the 2011-2012 budget for the Arizona Region of USA Volleyball.  
Tabled to the next meeting

c. Adult League Director – Tabled  
Motion: Move to post the position of Adult League Director.

Rationale: Duties and responsibilities as well as pay rates to be described in the job posting.

Ron Pelham and Eric Hodgson will meet and discuss this position to come up with a job description, pay, etc.

Carlee Wolfe is coming to lunch Wed, Sept 21<sup>st</sup> to discuss this position as well. There is a need to develop a marketing plan for this league – posters to hang at junior colleges, buy quarter page ad at junior college newspapers, etc. Flyers should be placed at locations that already offer leagues.

- d. Officials' Assignor - New Paid Position in the Arizona Region  
Motion 4: Move to create the position of an Officials' Assignor for boys, girls and adult power tournaments and beach. The position will pay a \$3500 stipend for the year. The position will be established following the submission by the Officials Division Coordinator. (Salima/Hudson/MC)

Rationale: Duties and responsibilities as well as pay rates to be described in the job posting.

Assignor position needs to fit into the plans of the future and not just take on this for a year. JR and Peter discussed this at length to see where this position is to go.

JR Salima has asked Peter Meyer to define the job description, the scope of tasks, the stipend and the responsibilities this position should entail for juniors, adults and beach. Mentoring the new person would be a part of this position. The person being mentored would not be given a stipend at this time.

The Officials Division Coordinator will approve the final description of duties once the position is approved.

- e. Reorganization of the Officials Division  
Motion 5: Move to revise the Arizona Region Constitution and Bylaws by reorganizing the Officials Division as described in the proposal with the following changes. (Salima/Hudson/MC)

A clarification was made on the sub-zones. The committees were renamed Steering and Action Committees. Clarification of the Team Leader position and general duties of the Team Leaders was made. The Team Leaders will receive a compensation stipend of \$400 per year. The stipend will be paid in \$100 increments in November, February, March and April.

- f. Revision of the duties and compensation of the Ethics and Compliance Officer and the Ethics and Compliance Committee.

Motion 6: Move to approve the revisions to the duties and responsibilities of the Ethics and Compliance Officer and the Ethics and Compliance Committee. The stipend for the position would be increased to \$3000 per year. (Salima/Pelham/MC) Salima Abstention.

Rationale: At least 15 complaints were raised in the past two years that involved interviews, complex recommendations and hearings. This time does not include the match comment forms that come in each tournament.

Motion 7: To compensate each of the ECC Members \$100 for each complaint that advances to a hearing plus mileage. (Salima/Hudson/MC) Pelham Abstains.

There is an exponential component to this when people are a part of the problem year after year.

- g. Region and Official Apparel  
Motion 7: Move to approve the Region become an officials clothing and gear vendor. (Pelham/Hudson/MC)

All officials can use flags, cards, whistles, etc.

The Region would hold some merchandise here. There is no need to keep a large stock on hand but it would be necessary to keep a small supply. This would give the region some revenue to support other programming including officials training or high performance. The

turn-around from order to receiving product is quick.

The officials merchandising is regulated by PAVO and USAV. We would have to be approved as a vendor in this area. This motion will allow the Region to be considered.

h. Region Merchandise

Motion 8: Move to investigate the offering of a team store from the Arizona Region website and to solicit RFP from several vendors. (Pelham/Salima/MC)

This would be a team store through our website. We would need to promote it. This has traditionally been set up for clubs and it sells well. We don't have to worry about inventory - just marketing the store.

Club Directors get solicited all the time for this type of merchandising. We should put together a RFP for vendors to see what they will give us. The more types of merchandise the more likely we will have sales and can generate money for the Region to support programs like HP.

First Place Volleyball would set up a store – it would not be open all year. We would link to their site and they would send us a rebate check for the items that were sold by our means.

First Place Volleyball, Epic Sports, Team Connections are the types of vendors to deal with. Ron Pelham will find out what type of service they would provide.

**7. New Business**

a. Arizona Region Officials and the High School Beach Season – Harold Cranswick

Motion: Move to have the Arizona Region Outreach Director (Eric Hodgson) work with the Officials' Division Coordinator (JR Salima) to determine the extent of and compensation for Arizona Region Officials and the proposed pilot AIA High School Beach Season for girls.

Rationale: Providing qualified and certified officials during the pilot season for high school girls' volleyball will increase the opportunities for officials and enhance the experience for the players with the hope of generating a successful season and the hope of adding the sport permanently.

Eric Hodgson and Harold Cranswick visited with the AIA regarding a pilot proposal to offer beach volleyball as a girl's high school sport. The visit went very well and got into detail to proceed for 2012. There are no guarantees that this will happen. We are looking to help them get this off the ground. The AIA has no one trained to officiate beach volleyball and the high schools don't have beach volleyballs to play with. We are willing to provide help. Most of the school districts are not in compliance with Title IX. They are looking to add a girl's sport that is not expensive but that would help add female athletes. This would be a 5 week season. Victory Lanes would be the site for matches. We would provide balls and leave them at Victory Lanes for teams to train with and for competition. The ball used would be Wilson balls because they are a sponsor of the AIA. This proposal will be presented to the high school Athletic Directors in October. Arizona would be the first state to offer high school beach volleyball in the country. The season would be March – April.

We are hopeful that the AIA will change their bylaws to make indoor and outdoor volleyball separate sports.

The discussion by the junior representatives was that this is a conflict between club and high school in that some of the players will be conflicted in playing high school beach and club volleyball in the same season. The AZ Region funding the officials could be a conflict for our clubs. Harold Cranswick and Eric Hodgson are waiting to hear back from the AIA to see if the sports are going to be separated. This is pilot program with the AIA. The AIA is looking at

this as creating opportunities for girls at the least possible cost.

This proposal was not pitched to the AIA as a given.

This item will be added to the agenda for the Junior Forum. There is a meeting of the AIA on Oct 17<sup>th</sup>. The next Ex Board meeting is Oct 18<sup>th</sup>. There is time to research this before we proceed.

This motion will be tabled until the next board meeting following feedback from the Junior Forum and the AIA result of separating the sport into indoor and beach.

- b. Arizona Region Beach Volleyballs  
Motion: Move to approve the Arizona Region supplying the volleyballs for the proposed pilot AIA High School Beach Season.

Rationale: The AIA has been very supportive of this idea but many of the high schools are strapped for money. Providing balls for the season helps keep the costs down and increases the chances of the AIA seriously considering making it a permanent part of the high school sports experience.

Tabled to next board meeting.

- c. Fall General Assembly Agenda  
Add High School Beach proposal to Junior Forum agenda.  
Add Rule Additions to the General Assembly Agenda.  
Add the use of a Parent Rep for each team to the Junior Forum agenda.  
Add to the Junior Forum agenda the no pay no play policy for club teams to participate in the Region Championships.  
Motions will be sent out to the club directors this week.

- d. Policy Change  
Motion: Move to Require a Parent Rep from each team attend the Coach's meeting at each tournament.

Rationale: This is another resource for lead officials and site directors will have point of contact they can use to help with situations involving the team while the coaches and team are busy. This is mostly for parents to help with the camp areas and to keep the parents away from the site director and the officials. Behavioral issues are still to be handled by the site director and the lead official.

The clubs don't want to put parents in charge of policing other parents.

There are so many variances between sites. They were attempting to make things consistent at all sites.

This will be put on the motion items for the Junior Forum.

- e. Junior Division Restructure – Bylaws update  
Motion 9: Move to approve the restructure of the Junior Division as amended. (Hudson/Salima/MC)

Rationale: The junior club directors approved the restructure of the Junior Division leadership into a Junior Division Committee and a Junior Forum at the last General Assembly. This is the formal structure for the Bylaws.

- f. Conflict of Interest Policy

Motion 10: Move to approve the Conflict of Interest Policy for the members of the Executive Board as presented. (Cranswick/Pelham/MC)

Rationale: The IRS requires non-profit organizations to have a Conflict of Interest Policy for their board members. This fulfills that requirement of the IRS.

g. Member in Good Standing Definitions for the Bylaws.

Motion 11: Move to approve the member in good standings definitions as amended. The Bylaws will be amended as a result of this motion. (Hudson/Cranswick/MC)

Rationale: The Bylaws member in good standing only dealt with Players and Officials. The climate the Region operates in now requires good standing guidelines for more individuals and entities.

x. Next meeting will be held on October 18, 2011 at 5:00 pm.

## 8. Officers' Reports

Commissioner

a. Information/News -

- i. RVA Mid-year meetings in October in Denver, CO
- ii. Fall General Assembly – Sunday, Sept 18<sup>th</sup> at Court One Athletics building.
- iii. Recent happenings AIA – waiting on the AIA governing board to separate volleyball into two disciplines – Beach and Indoor.
- iv. Bob Wycoff was let go by Salvation Army.

b. Region Office Information – Becky Hudson

i. Office Update –

- a. New cabinets were installed in the office. These cabinets also provide us with a new workstation.
- b. Registration is underway in WebPoint.
- c. The Adults and Girls schedules have been posted on the website.
- d. Steve Crook is going to help with tournament scheduling. He has been updating the website with pages ready to go for the tournaments.

c. Region Outreach Director – Eric Hodgson

i. Offerings and Opportunities

- a. Adult Beach Program that will be tied in with USAV
- b. PGS is going forward
- c. Working with a group of seniors volleyball players to provide opportunities to play

Secretary/Treasurer

a. Treasurer's Report:

Aug 2011

Income: \$ 4,139.88

Expenses: \$ 34,901.57

Balance in checking account as of 8/31/11 = \$ 6,521.59

Balance in Money Market Account as of 8/31/11 = \$ 5,001.62

Balance in High Yield Savings Account as of 8/31/11 = \$ 167,195.83

Balance in Grant Development Fund as of 8/31/11 = \$ 1,300.88

b. Marketing/PR Update – Eric Hodgson

- i. Newsletter – The Region now has a publication protocol for newsletters. The deadline dates will be strictly adhered to.

Officials Division Coordinator

a. Information/News –

- i. Three Team Leaders were retained in the reorganization of the Officials Division. A few of the former Team Leaders were unable to give the time needed for the new responsibilities of the position. Team Leaders are now: Peter Meyer North Team Leader, Ed Vasquez and Andres Lopez South Team Leaders, Brian Steiner, Gigi Brenay, Ernie Vasquez and Mike Olsen are the Metro Team Leaders. The Division Secretary position is now vacant as Gigi Brenay took a Team Leader position.

b. Concerns/Problems/Issues

- i. The Officials Division is asking for better identification of site directors at the tournaments. Some officials feel the site directors are not readily available for issues. They would like the site directors to wear the Red Shirts. Delivery of the red shirt can be an issue. The officials will help get the red site director shirt to the site.
- ii. The Lead officials will notify coaches in the coaches meeting where the site director is and how they can be located.
- iii. The Officials Division would like the Region to consider posting code of conduct reminders at each site – a poster of some type near the results. If participants can see it they can't deny that they did not know it. They are talking about serious behavior infractions. The Division is attempting to curtail any unruly behavior at the tournaments.

Adult Division Coordinator – Ron Pelham

a. Information/News – No Report

Junior Division Coordinator

a. Information/News

- i. Firearm Policy. There is a concern that the Arizona Region does not have a Firearm policy.

**9. Committee Reports**

- a. Ethics and Compliance Committee – JR Salima
  - i. RK – He did not respond to the sanction sent to him. His time to file an appeal has expired. He has been suspended for one season with probation to follow.
  - ii. CM – He has resigned from the club. The case is in abeyance at this time until he becomes involved in club volleyball again. The other two coaches involved in the incident are now members of a different club.
  - iii. LR – The committee is ready to go forward with a one year suspension. JR needs to specify the violations in the document to revoke her probation and institute a suspension. She did threaten during the Carrie Stevens case that if we took money away from her she would seek legal action. We need to make sure everything is in order to proceed.

**10. Adjournment of the Meeting - The meeting adjourned at 8:45 pm.**

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

- Officials Assignor position has been adopted. Description of duties and scope of involvement will be worked out between JR and Peter Meyer.
- Constitution, By Laws and Best Practices Manuals will be updated to reflect the new organizations of the Officials Division, Officials Steering and Action Committees, Official's Division Coordinator duties and responsibilities, Junior Committee, Junior Forum, Ethics and Compliance Officer, Ethics and Compliance Committee, Members in Good Standing – Clubs, Club Directors and Coaches
- Ron Pelham to coordinate with Verna of Roof Sportswear to bring in officials wear and supplies for sale by the Region.
- Ron Pelham to investigate the possibility of an online store for Region merchandise sales.
- Newsletter publication protocol will be published.
- A Region Firearm policy will be investigated.
- The No Pay No Play policy will be written and put in the Policy Manual.
- The Junior Forum agenda will be amended to include the 2 AIA Beach Volleyball proposals, Rule changes, Parent Rep proposal by the Officials and the No Pay No Play policy.