

**Arizona Region  
Executive Board Meeting**  
September 09, 2008  
Minutes

1. **Call to Order:** The meeting was called to order at 6:30 p.m. at the AZ Region office.

2. **Roll Call**

Commissioner - Harold Cranswick; Secretary/Treasurer - Becky Hudson; Officials Division Coordinator - Peter Meyer; Adult Division Coordinator - Ron Pelham; Junior Division Coordinator - Michelle Malis  
Guests - Roger Conely, Mike Sorce

3. **Guest Presentations (10 minute limit)**

Roger Conely and Mike Sorce (parents of East Valley Juniors 16-1 team) discussed the coaching style and the incident involving the head coach of the EVJ 16-1 at Jr Nationals. They expressed their frustration at the club director for not taking any action against the coach during the season where she could have put an end to it. Both have written and talked to Dan Kaminskas regarding the same issues. They wanted to make sure the Ex Board heard it firsthand. They were both under the impression that sanctions would be imposed on the coach at this meeting. Harold described the process that remains to them.

4. **Additions/Deletions to the Agenda**

Motion 1: To approve agenda (Hudson/Malis/MC)

5. **Reading of Minutes from August 2, 2008.**

Motion 2: Approve the minutes as amended (Meyer/Malis/MC)

6. **Officers' Reports**

Commissioner

a. Information/News -

- i. Golf Tournament – postponed to March or April
- ii. Fall General Assembly – Radisson Phoenix Airport, Sunday, Sept 21st
- iii. National meetings - ROD & YJOVD meetings in Colorado Springs, CO on Oct 10-12. Those attending: YJOVD: Michelle Malis, Michael Lindsay, Eric Hodgson; ROD: Harold Cranswick and Becky Hudson
- v. Facilities Update – We have heard more about one facility at Tempe Marketplace. Paperwork is being collected. We need to be aware of the potential impact of this facility on our operations and budget.

b. Region Office Information – Becky Hudson

- i. Office Update

We are working on updating the 2008-09 Handbook in time to burn the cd's before the General Assembly. Lisa and Becky have been trained on the new way to send and receive the background screens from SSCI. Christy is working 2 ½ day a week. She has an internship that she reports to on Wed mornings and school all day on Tues and Thurs.

The 20<sup>th</sup> Anniversary logo is done and the shirts are in the process of being done. They should be ready by the General Assembly for the officials and staff/board. We had some extra made up as give aways – either for the Golf Tournament prizes or special recognitions.

#### Secretary/Treasurer

- a. Treasurer's Report: Aug 2008
- |   |         |   |    |            |              |
|---|---------|---|----|------------|--------------|
| Income:                                   |         |   |    |            | \$ 3,352.33  |
| Expenses:                                 |         |   |    |            | \$ 10,476.69 |
| Balance in checking account as of         | 8/31/08 | = | \$ | 9,339.84   |              |
| Balance in Money Market Account as of     | 8/31/08 | = | \$ | 248,798.16 |              |
| Balance in Development Fund Account as of | 8/31/08 | = | \$ | 900.80     |              |
- Taxes have been completed and filed for the 2007 fiscal year. Licenses have been filed with the state.
- b. Marketing/PR Update – Eric Hodgson
- i. Website  
Steve Cecil is planning to have an updated website ready for fall General Assembly.
  - ii. Sponsorships  
Molten sponsorship has been renewed. It is a 5 year deal.

#### Officials Division Coordinator

- a. Information/News –
- i. Officials committee is meeting Monday to get prepared for the General Assembly. Peter will be out of town so Jim Feickert will give the report at the General Assembly.
  - ii. They will offer a Boys Train the Trainer session at the General Assembly. There is no time to offer clinics for the boys prior to their first tournament.

#### Adult Division Coordinator – Ron Pelham

- a. Information/News –
- i. Ron has not received any comments or info from any of the adult teams.
  - ii. Clarification of officiating at adult tournaments – R1 on the men's courts all day and reduce the women's officials down to one facilitator for each gym.

Junior Division Coordinator – Michelle Malis

- a. Information/News
  - i. Boys Season – calendar already approved
  - ii. Girls calendar still up in the air. We will not host the AVC tournament – with Volleyball Festival it may be hard to get teams to AZ twice in one season especially with the tight calendar.
  - iii. Tryout period and commitment date were eliminated – The Jr Board did not feel it would work with the calendar we were dealt – the end of high school state championships and Thanksgiving. It was not a viable timeframe for it to do what it was supposed to do. They will research other regions to see what they do. Tryout dates were decided on and have been published.
  - iv. Jr Division Coordinator is Michelle Malis.

## **7. Committee Reports**

- a. Ethics and Compliance Committee – Dan Kaminskas
  - i. Recommendations to Dan Kaminskas regarding the EVJ 16-1 coach issue: He should share the info with his committee and move forward with this by the end of the month; it is too lenient to allow the coach to assist until some remediation has occurred; The formal complaints from the parents will be sent to the coach to start the hearing process.
  - ii. We need another member for the Ethics & Compliance Committee to replace Jonathan Norris. Peter to talk to JR Salima about this appointment.
  - iii. Dinamo vs Storm issue has two parts: 1. The player or coach calling the other one a name and; 2. the parents circling the Storm coach and making threats.
  - iv. AZ Dynamite and unruly parent at region championships – Peter heard from Ed Vasquez – he will speak to Jeff and Michelle Goss and confirm that they will be thorough as club directors in training their coaches about parental behavior.
- b. Budget Committee – No report

## **8. Old Business:**

- a. Changes to the Constitution and By-Laws – Harold Cranswick - tabled  
Create of an outside position on the Executive Board? Input? Thoughts?  
Motion: Move to add a position on the Executive Board that is filled by someone who would be considered an independent board member. The position would receive the same compensation as a member of the Junior Board. Nominations would be made to the Commissioner and voted on by the Executive Board members.
- B. Arizona Region Budget for 2008-2009 – tabled  
Becky had not met with Michelle Malis or Ron Pelham on the budgets for their divisions.
- c. Twentieth Anniversary of Arizona Region –  
What else should be done to celebrate this event?  
One of the give away shirts will be for Mary Callentine Carlton – our first commissioner.

Becky to get with Odditees to see about making up 20<sup>th</sup> Anniversary logo stickers with our website on it as our give away sticker of the year.  
Give away shirt at the General Assembly for the person that has been in the Region the longest.

- d. Fall General Assembly –  
Email agenda to each board member – give idea of what was said last season.

## 9. New Business

- a. Photos on the Arizona Region web site  
There are serious concerns regarding the photos that the Region displays on its site, particularly those of juniors. Should we continue to put the photos up? What about names – there are concerns that pedophiles use this information to contact juniors? How do we safeguard against this?

Zona does not put the names on the website – photos okay but no names with the pictures. Find out what USAV thinks about putting names with the pictures on the website. Harold will ask Jon Lee about the legality and liability. It is noted that the Evergreen Region (Jon Lee's region) posts the names under the pictures.

- b. Changes to the Constitution and By-Laws – Harold Cranswick  
Create of an outside position on the Junior Board? Input? Thoughts?  
Motion: Move to add a seventh position on the Junior Board that is specifically designed to represent the boys. The position would receive the same compensation as a member of the Junior Board. The position would be elected in the same manner as the rest of the Junior Board members except that the position would be the equivalent of an at-large position representing boys in the entire Region.  
Rationale: Currently there is no one who represents the boys on the Junior Board. Each of the 6 Junior Board members in the past has been a Club Director for a girls club and has represented girls' interests very well. Having a single Board member to represent the boys would give the boys program the attention it deserves.

Board members to consider and be ready to vote on this constitution and by-law change at the next meeting.

- c. Restructuring of positions –  
Office positions – Are the duties and responsibilities working out? Is the pay structure working? What changes would improve the office? With the change in personnel in the office it is now a problem to keep them with little to no work available for the summer months. With Karen it was okay because she wanted to take off for the summer anyway. Becky has talked to Lisa about putting her on salary – adding up an approximate number of hours for the year and dividing it by 12 to even out her pay for the year. She was okay with that. The Board is in agreement that this is doable. Becky will put the numbers together for Lisa. Christy will remain hourly.

Sponsorships – Where do we go with this? Contracts are coming to an end. Do we need to redefine this position? Separate it from Marketing and make it a stand-alone position? Pay someone based on incentives? This is critical in light of the Region's desire to use the new facilities that will cost significantly more money. Any ideas?

The Board agrees this should be an incentive based and stand alone position. The person really needs to be from the Phoenix area because most of the teams are from Phoenix and that is where an advertising promotion would work best.

Ron suggests that we sell a season program – with the schedule and teams – and ads. The parents would buy them for the schedule and to see their team listed. The ads would be put in a lot of hands that way.

Ron Pelham has a lot of connections for sponsors but they are in Tucson. This could help the southern zonal leagues get off the ground. Ron has asked Eric for the sponsorship letter to give to prospective sponsors.

d. Facility Agreement

This will impact our budget significantly. Doubling our costs but not the number of courts we needed.

Becky will fill out the proposed facility calendar with our optimum choice for courts. The amended agreement will be sent to Scott Santerre to see if this addresses the concerns sent forward with the original agreement.

e. Arizona Region forms and documents for 2008-2009

Motion: Move to approve changes to the Arizona Region Code of Conduct for Parents, Coaches, and Officials as well as the Junior Club Director Agreement for 2008-2009 as suggested by Dan Kaminskas and amended by the Junior Board. (Malis/Pelham/MC)

Player Code of Conduct will be sent to Ron Pelham to develop it into an Adult Player code of conduct. There will be signature lines added to the codes of conduct. The junior club directors will be responsible to collect the parent codes of conduct and keep them on file. Peter will be responsible to collect the officials code of conduct and keep them on file.

g. Electronics Policy

Motion to approve the Electronics Policy as amended (Meyer/Malis/MC)

x. Next meeting will be held on Tues, Oct 28, 6:30 pm

10. Announcements

AVP in Glendale is Sept 26-28.

11. Meeting adjourned at 9:30 pm

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

- The formal complaints regarding the EVJ 16-1 coach will be sent to the coach to start the ECC hearing process
- JR Salima to be contacted about the vacant position on the ECC
- Mary Callentine Carlton to be given a 20<sup>th</sup> Anniversary shirt
- Facility agreement will be sent to Scott Santerre for advisement
- Codes of Conduct to be amended as approved
- Electronics Policy to be published as part of our Policy Section
- Becky to get with Odditees about a sticker with the 20<sup>th</sup> Anniv logo and our website
- Lisa Naughton to be put on salary
- Division budgets to be finalized

