

**Arizona Region of USA Volleyball
Junior Board Minutes
March 20, 2007**

Call to Order: 6:42 pm, AZ Region Office, 2105 S. 48th St, Suite 108, Tempe, AZ

Present: Jonathan Norris, Brooke Paulovich, Lisa Naughton, Karen Sitkiewicz, Guests: Harold Cranswick, Becky Hudson (recording minutes).

Reading of the Minutes of August 20, 2006 was waived.

Motion 1: To approve the minutes of Aug 20, 2006 meeting as written (Sitkiewicz/Naughton/Passed).

Old Business

Andy Reitingger Proposal
Boys' Official Training
Junior Board article for Newsletter
CAP Cadre – Add instructor and discuss format (VCAP)

All items were completed. No further discussion needed.

New Business

Format for the 2007 NCQ

The Junior Board put forward formats in 2006 for future NCQs. The format for 11+ teams was a double elimination tournament possibly over two days. There are three different age groups that fall into the 11+ teams entered in this year's tournament. A double elimination tournament with 11+ teams is over 14 rounds. A second day for the tournament was not identified on the schedule.

An alternate format (Appendix A) for the three divisions with more than 11 teams was brought forward by Becky Hudson. This alternate format could be accomplished with the courts we have secured and in one day. Each of the three divisions would be 9 rounds instead of the 14+ rounds that a true double elimination tournament would take.

The three divisions have 11, 12 and 13 teams entered. The tournament starts with three team pools – the 3rd place teams in each of the three team pools would be eliminated from further competition. The 11 and 13 team divisions would not have even three team pools. Therefore there would be 1 or 2 groups of teams that would only have 2 teams in their pool – in the 13 team division the two groups of 2 teams would cross pool. The losers of the cross pool would be eliminated. In the 11 team division the two teams would be higher seeds. Both teams would advance with the winner being seeded higher than the loser in the first round of the bracket.

The next round of the tournament in all three divisions would be an 8 team bracket. The first round losers would be eliminated from further competition. This could be contested if a team that won their pool and was undefeated lost the first round of the bracket because the format on the

website says double elimination tournament. This team would be eliminated with only one loss. The rationale for eliminating this team from the tournament is because they would have had to lose to a lower ranked team and therefore should not advance.

The final round of the tournament is double elimination for the 4 remaining teams in the bracket. This would determine our top two teams with two alternate teams.

There was discussion on this format. In the event of a tie in the pool the results would have to be determined by a playoff and not to points. There were no objections made to the alternative format.

Motion 2: To approve the alternate format for the three divisions of the National Club Qualifier that have 11 or more teams. (Paulovich/Sitkiewicz/Passed).

Format for the Girls 14's Region Championships Tournament

The format for the tournament will be the same as the last few years. There are three equal divisions of 36 teams right now in the 14's Division.

Parent Behavior issues

Parent behavior is more and more out of control. There is less and less respect for facilities and personnel running the events. The article Jonathan wrote for the newsletter addressed the issue. Parent behavior at the AVC tournament was no different. Parents are displaying "entitlement" behavior. As the Junior Board we must have a response to this behavior – a reasonable consequences to the behavior. This must be addressed at the Retreat so that we can start out the new season with solutions and enforce them with the boys parents and carry through the girls.

Pro-active Suggestions put forward to help with the problem:

1. Bill Lang was the site director at one of our power tournaments. He printed out "House Rules". They were handed out to coaches at their meeting. His high school volleyball team and staff policed the areas during the day. They covered all the entrances and exits to the building. The direction to the coaches in writing was beneficial to the outcome.
2. Karen Sitkiewicz – When she hosted at Phoenix College asked all the coaches to bring a parent rep to the coaches meetings. They attended the coaches meeting, were given a trash bag and identity tag for their "Camp" area. At the meeting they talked about trash, expectations and behavior issues – no approaching the score table, etc. When the kids finished a match the parent rep was responsible to pick up the water bottles left at the bench area. Face to face contact with the parent and giving them ownership of their responsibility to the club and the facility was beneficial to the outcome. We need to incorporate behavioral solutions into our instructions on hosting. The feedback was positive on the procedure.
3. Site Director training at the General Assembly. Standardize what is happening at all sites so everyone knows what is expected everywhere. Bad behavior that is allowed at one site is detrimental to control at other sites.

4. Require additional personnel as staff to aid the site director. The Site Director needs to focus on the tournament. Are we to the point that we need to hire personnel to attend the tournaments to be attentive to the behavior of individuals at our tournament? Arbitrators possibly?

5. Be more proactive by putting our board members out there where parents and coaches can identify who they are.

Penalty Suggestions – notice the infractions that are out there and then think about what should be imposed. Take the notes and suggested penalties to the Retreat. For the remaining tournaments focus in on behaviors and talk to coaches about what would be an appropriate consequence. Whatever the sanctions will be that will be applied need to be consistent from site to site.

Giant bright sticker that is stuck on the cooler that is brought into the gym so it can't be opened.

A parent at one tournament recommended a fine – if it is behavioral issues.

The office will collect Parent codes of conduct from each club for the Retreat. Survey - Do they meet with their parents and discuss how things work and what is expected from them? What procedures do the clubs use for Parent education?

Jonathan received an email in response to the article in the newsletter about parent behavior. The woman stated that we make them play in a gym where the trash is overflowing, the bathrooms have no paper etc. of course we will leave it a mess.

Club/Parent disputes

There are a couple of issues relating to a club / parent dispute that Jonathan has been involved with. The Region needs a mechanism where we would get involved to let the kid get back on the court while the issue is being settled. Mediation - escrow situation a possibility – hold the money until the issue is settled. There have been more issues this year than any other in the past. Clubs were unwilling to release a player after the player was dismissed from the team by the club or the team was disbanded. The Club is holding the player to the contractual payment but the club breached the contract by not providing the opportunity promised. Disputes need to be settled in a prescribed time limit. We could possibly grant a temporary release and let the parents sort out the situation.

The Region will honor a small claims judgment in holding parents to payments due. We must come up with a solution that would honor our position to stay out of the club business but still let the kid play. Do we impose a time limit (30 days for example to start the process to small claims court) to deal with the situation or a conditional release could be granted. We are not a collection agency for the clubs. We need to determine the start date.

Discussion in the group about using an Arbitrator or an Ethics & Compliance Officer to aid in this situation. This could fall under the ECO job description.

Re-Cap of AVC Event

From the Region standpoint – where do we want to go from here? The idea was originally put forward as a tournament for the more grassroots teams. It has morphed into a tournament with bids to a championship tournament. The teams earn bids to the championships and it is now for the teams that just miss out of attending Nationals. Do we want to continue with the series of tournaments that are for our more elite teams or do we want to go out on our own and offer the tournament to the more grassroots teams as we were originally interested? Feedback from the teams that participated was great.

For the most part everything went well. Andy Reitingner was the point man but there was no direction from him. He did not attend. There were many issues with the Tucson Convention Center that we should have been informed about but we were not privy to the contractual arrangements signed by Andy so they became issues at the tournament.

Contracts were signed very late with the hotels and the convention center giving our teams a two week window to book rooms and make arrangements. Spring break and lack of information put out was the main reason there was not a better attendance.

Teams might use the tournament as a warm up for Nationals if it was held later in the season. Possibly offer more levels in the age groups to accommodate that option. Would the grassroots teams enter if their season was over with a month or so before? They would probably not attend.

Good news from the Region standpoint was that Andy is taking the financial responsibility on this event. The Region is not in the position to do this on our own yet. We need the financial partner in this. Logistics could have been done on a better time line and issues do need to be worked out for future tournaments.

Lisa and Christy did a fantastic job running the tournament.

HP Discussion for 2008

Tom Pingel and AJ Joseph met with Tucson Convention Center about hosting the HP Championship in 2008. Jonathan met with them at lunch and went over some expectations. There have been issues with the HP Championships in the past - not living up what it was supposed to be - not a real pipeline. Tom is making efforts to bring in more international teams. He is trying to get to the point that the entry will be all inclusive – a specified fee and then once on site all their expenses are taken care of – meals, hotels, transportation, etc.

Hosting this tournament would be a great opportunity for the AZ Region. It would be a feather in our cap. It would bring in an opportunity for coaches education and other benefits. AJ Joseph has put in a bid to host it in Tucson. Jonathan credits Vince Trinidad of the Tucson CVB sports marketing department to bringing in this event. He is tasked with bringing in youth sports events into Tucson. Tucson is in the hat to host the event. This helps promote the sport for us in Arizona. Coaches education is a bonus for us as well.

Education Director direction/process

Coach's Education position to be posted by the end of the week.

Boy's Format

Joni Powell of MVC sent email asking us to think about adding a boy's tournament and making the tournaments half day. She feels this format would be more attractive to boys to play.

Goals for the Junior Division – 2008

It is easy to go from season to season just managing what is happening. It is tasked to the Junior Board to come up with some goals and develop a plan for 2008. Bring one or two goals to the next meeting.

Add “Co-Sponsored by Phoenix College” to our tournaments at PC.

Phoenix College used to run tournaments as internal events – not paying rental fees for the use of the gym. They can no longer do that to host. The tournament has to be co-sponsored by the department – they have to have an active role in the tournament. We need to publicized that they are the co-sponsoring the event. Anything above and beyond the rental rate could go into the volleyball account.

Put on website that the AZ Region tournaments are co-sponsored by the Maricopa Community Colleges – spell out PC or SCC or SMCC. Becky Hudson to check with ESIX to make sure this is legal with our insurance and does not put undue liability on the college.

Motion 3: To adjourn the meeting (Sitkiewicz/Paulovich/Passed)

Next meeting: Wed, April 25th, 5:30 pm

Minutes were recorded by Becky Hudson

Action Items as a result of this meeting:

- Alternate format for NCQ to be used for those divisions with 11 teams or more.
- Formats for the Girls Region Championships to remain the same as in previous years.
- Junior Board members to observe behaviors at tournaments and talk to coaches/parents about what are appropriate sanctions for noted behaviors. Bring these ideas to the Retreat.
- Junior Board members to bring at least one goal for the 2008 season to the next meeting.
- Coach's Education Director position to be posted on the website
- Becky Hudson to check with ESIX on the legality of publishing “Co-Sponsored by Phoenix College” on our website in relation to tournament hosted at Phoenix College.