

**Arizona Region
Board of Directors Meeting
November 8, 2022
Minutes**

1. **Call to Order** – The meeting was called to order by Harold Cranswick at 2:30 pm

2. **Roll Call** –

Commissioner	Harold Cranswick
Secretary	Becky Hudson
Treasurer	Vacant
Officials Division Coordinator	Earl Capps
Adult Division Coordinator	Ron Pelham
Junior Division Coordinator	Cindy Kirk

3. **Approval of Meeting Minutes**

Motion: Move to approve the minutes of the Aug 21,2022 meeting.

The minutes were not presented in time to approve. Tabled to next meeting

4. **Approval of the Agenda**

Motion: Move to approve the agenda of the Nov 8,2022 meeting.

5. **Old Business**

a. **Junior Division Restructure**

The Jr Girls Committee met in February. Four representatives of the eight attended. That was about the number of representatives that attended the seeding session and another meeting. One of the representatives requested that the Jr Girls Committee be restructured so that they represent their area – like we used to. Two of the representatives had reached out to those clubs that represented their size for info prior to the meeting. The comment was that they know the clubs in their area better than the clubs their size across the state. Two of the current Girls Committee representatives don't even have clubs this year.

Cindy and Harold will meet and go through the list and create an email list of contacts for the representatives. It is not clear that the representatives know who is in their contact group.

Find the people that want to be on the Jr Girls Committee

Pre-season – schedule dates of the Jr Committee meetings and hand out at the General Assembly

The committee members want to be appointed versus elected. This would require a By-Laws change. Between now and the restructure, this structure would remain in place. Cindy Kirk put forward the recommendations for representatives. North (3),South (3), Metro (5). Want all to have a voice and have that voice heard.

A push will be made for those interested in being on the Seeding Committee.

4 people interested in the Metro area:

Jen Leo, Abby Vick, Julia Larish, Ali Svorinic. These reps can go by area or by size.

One rep from the South – Matt Dyck of Zona.

Cindy will publish prospective meeting dates. Those that can attend in person can be there and online is also available.

Next meeting on Sunday, Sept 4th at 4 pm.

b. Fall Election for Jr Girls Committee

Suggestion:

- Fall of 2021 election for Metro positions – position to be held for two years with next election Fall of 2023.
- Fall of 2022 – election for non-metro (Tucson and rural positions) position to be held for two years with next election Fall of 2024.

Tabled for structure change discussion

c. Officials Division Restructure

With the officials being independent contractors, would it make more sense to appoint the Officials Division Coordinator rather than elect the position?

Comments/Discussion Items

- Elections are uncomfortable for many in our Region. Elections make many that might run uncomfortable. There is a fear of retribution if someone does not vote for a specific nominee.
- Would this disenfranchise the officials because they don't have an elected representative? The 2 officials on the Board did not think that it would.
- We must have a strong person in the ODC position. They must make tough decisions and take criticism and not take things personally.
- The 2 officials on the Board both thought it would be a good idea to appoint the position rather than elect. This will be a topic of discussion for Steering and ODAC.
- Is this restructure in the best interest of the Officials Division and the AZ Region going forward?
- With the election this spring and the nomination form already published, we will hold the election and then make changes after the retreat to include discussion with Steering and ODAC.

The Officials Division leadership is still working on the restructure. They should have something on it this week. The leadership has not talked about elections. The Division Coordinator will change to appointment. This will be a By-Laws change.

The restructure will eliminate ODAC. Communication to be better. This should get more people on board. Positions will be appointed by the ODC. Decision will be made by committee.

d. Social Media Guidelines

Based on the request to promote the Special Olympics fundraiser, what guidelines should we have in place for future requests?

We have stated that we want to be the ultimate source of volleyball in Arizona. How do we vet the events?

What questions do we want to ask?

- The organization must be a credible organization and not a competitor.
- We will not promote events of competing organizations
- We may promote if the organization has a relationship with USAV.
- We will promote events for anything that we financially support.

We don't give or sell our contact list. That is to continue for privacy concerns. On social media, we can only control what is on our website and what Jen puts out.

The ability to spread mis- or dis-information is a concern. Bad information puts JR in a difficult position.

How do we get the message out that our area of control is our website and what we post on our social media platforms?

Put in the Policy Manual

This builds trust with our members

Work on a statement for the Policy Manual.

Tabled

e. Quiet Period

Policies Manual

Chapter V – Junior Division Policies

E. Quiet Period

Current verbiage

A Quiet Period for recruiting junior girls playing in the high school state tournament has been established to allow the players and coaches involved to focus on their high school tournament and not be distracted by club recruiting. The Quiet Period will run from the last day of the AIA regular school season each year until the time the player's team has been eliminated from the High School State Championships tournament.

No one may contact a player on a high school team that is still involved in the AIA High School state tournament or the parents/family members of the player, regarding club tryouts or participation. High school coaches who are affiliated with a junior club and whose high school team is still involved in the state playoffs may not discuss an club

participation with their players from the start of the Quiet Period until their team is no longer participating in the tournament.

Tryout dates are 1st Saturday in Nov for 14 and younger. Open House Period Oct 26 to Nov 4.

Tryouts dates for 15s and older Nov 19. Open House Nov 8 – 18 with a dead day on Nov 12.

Nov 3 – Nov 12 is a Dead Period for recruiting of high school players still involved in the high school playoffs. This includes parents of the players and the players involved.

f. Parent Behavior

We must get a handle on this. Suggestions were to increase the cost for a security person at each site and to think about holding tournaments with no spectators. The clubs need to hold their parents accountable for their behavior.

The future of our sport relies on officials. If belligerent parents bear down on them, we will lose many more.

Get to the club directors – coaches must be in constant contact with their players on the lies and table. The players must tell them if people are treating them badly or cursing at them. This must be dealt with at the time and on site.

QR Code – take to page that helps them understand that parent behavior is a major problem.

See something, hear something, say something so that it is taken care of on the spot instead of after the tournament is over. We all need to work together to handle the bad behavior – in front of the others so that it deters future bad behavior.

Posters –

Education is needed for lead officials – training them to catch something before it turns into a big deal. Someone should always be at the table to be available in the event something happens. They should not have to hunt someone down.

Need to hold a training session for officials to learn to deal with the confrontational behavior as well as the site director training.

Cindy to talk about Parent behavior at the General Assembly.

g. AZ Region Website Advertising Policy

Fee structure for advertising

Website advertising – based on level of sponsorship.

Harold contacted Florida and Badger. Florida does not advertise. Jen Armson-Dyer sent the Badger policy

Tabled

h. **New Boys Bid Tournament** – Salt Lake City

- Scheduled on our Boys Region Championships
- How to implement the American bid?
Offer a bid tournament over Memorial weekend. Only those that are entered in BJNC in Club Division are eligible to enter.

Girls AZ NCQ alternates through 6th place. 7th – 12th places are still in line but can turn it back.

i. **Junior Awards**

Look at awards that are offered at the National level and have automatic entries locally for those that are awarded.

Use awards to behavioral incentives. Acknowledged for good works.

Nominations could be dropped in a box at each site. Awarded at the General Assembly and then sent on for National consideration.

j. **Early Tryouts Consideration**

Early Tryouts for the girls will be an agenda item for the Jr Forum on May 1st. What are our thoughts on this?

With National Qualifiers toying with the idea of requiring a roster at registration and registrations opening in October this forces Regions to offer some type of early signing or tryouts or be left out of the National Qualifier registration.

For us to offer this, we have to give the girls and the clubs as much early notification as possible. Waiting until the retreat is too late. Waiting for the Jr Forum is also really too late.

Pros –

- allows clubs to get jerseys ordered,
- allows teams to enter qualifiers with rosters that open early,
- allows clubs to get memberships corrected so they can be placed on rosters earlier.

Cons –

- Clubs will want to start practicing and collecting fees right away
- Don't want participation that jeopardizes HS eligibility
- Don't want to jeopardize our standing with the AIA
- Don't want to intrude on boys club tryouts, practicing and tournaments.
- Those clubs with their own facilities will have the upper hand
- Even with the November tryouts, there are kids that want to join later.
- Other organizations may try to commit players to their club while we are waiting for our tryouts. Example – a new club Power 5 has already reached out to some players

saying they are handpicking players for their teams now. Says they are new to Arizona. Have not contacted the region about starting a club. Who is to say that AAU or JVA only clubs won't start this process without our knowledge or needed approval to do so.

Cindy – Three scenarios have been prepared in the event that I comes up again.

Tabled

6. New Business

a. Parking Lot Issues at the Region and Spiral facilities

b. Number of courts to use at the Region and Spiral while the Region parking lot is still unavailable:

We have to reduce the number of cars we are asking to come to these two buildings to park. The neighbors are increasingly unwilling to allow anyone to park in their lots. They are also at risk if anyone were to fall on their property while here for our tournaments.

c. Arizona Region Budget for this season

We have not had a formal budget in over 2 years. Each division coordinator should put together their expense list for their budget so that we can come into compliance as a 501 c3 with a budget. We have absorbed the cost of AES and the USAV insurance increase this season to keep the cost to the teams from increasing during this time of high inflation.

d. Purchase of stickers and other give away items for our members and officials

We are in a competitive environment for membership and competition for officials to choose our organization to work with. We used to give out a gift at the end of the season to every member. Stickers, bags, etc. were the gifts of the past.

For officials, it would be a nice gesture to give some of the required items to brand new officials to reduce the out-of-pocket expenses they have before they even start to work. Examples would be a nice t-shirt they could wear that would also possibly advertise our need of officials, whistle, coin, set of cards, possibly a starter pack to put it all together. Those new officials that decide to go further in their officiating.

Motion: Move to approve the expenditure of money for stickers for membership and t-shirts and/or other items for new officials. Motion passes

e. Girls format change

The Girls Forum has said via the survey, they that want to structure the format of the Club and Championship divisions to be 4 team pools. This will keep each pool contained and not dependent on another court to keep the tournament moving. Open Division would not change their format other than to start at 8 am instead of 9 am.

The take away from the Jr Forum was that they did not want another seeding tournament. Therefore, staff recommends to move the teams as described below:

The movement would be slow and no one could move very far if just one team moved up, one team moved down and 2 stayed. Staff recommends to keep the 2 four team pools as part of an 8-team division. The 2 first place teams would move up, the 2 fourth place teams would move down and the 2nds & 3rds would stay. We would switch the 3rd place teams into the other pool to keep teams from playing the same teams as the last tournament.

f. Service Fees

Now that membership is automatically made eligible in SportsEngine if a member has a valid membership and has met all the requirements. Lisa used to have to mark the coaches eligible before they could be put on a roster.

Some club directors are not doing their due diligence to make sure their players and/or coaches have completed a membership and any requirements. Lisa was tasked with building rosters in AES for a boys club. Is it appropriate for us to charge a service fee for a club director that is either not understanding how to build the rosters, for a club director not doing their rostering job or a negligent club director? At what point are we enabling the club directors or should we be protecting the players who may have a negligent club director?

Since there is no marking of eligibility, we can require rosters sooner than we have in the past. This requires the club directors to get the job done in either AES or in the governing seasons of SportsEngine.

7. Officers' Reports

a. Commissioner's Report – Harold Cranswick

i. Information / News

- Attended the RVAA Mid-year meetings in Denver but no business could be conducted as there were no athletes present preventing the body from having a quorum. The athletes have weighted votes so if none of them are present or online, there is not quorum.
- Eric and I are scheduled to meet with David Hines of the AIA to discuss Boys Sand Volleyball as a varsity sport
- A formal e-mail was sent to Andy Reitingger and Liana Reyna expressing the Region's frustration over the way they are conducting business. The letter included several questions asking SafeSport to explain their procedures and guidelines for handling cases.
- Received some valuable suggestions from other Regions/Commissioners of ways to go about recruiting additional referees.
- I have contacted Jen, Julia, Joaquin and Taylor to arrange a meeting to share ideas to enhance the Region's use of social media.

- Ron has agreed to assist in contacting business around the Region facility in hopes of building and/or repairing relationships in an effort to either get permission and/or contract with them for the use of their parking lots during tournament days.
- The Northern California Region expressed a serious interest in creating a Junior Official Development Program like Arizona's. They would like to see our documentation to see how it operates. I have reached out to Peter, Doug, and Earl to see if any of them have any documentation on the JODP.

ii. **Region Office Information – Becky Hudson**

Have reached out to Rodney and Keith about getting the awards for all divisions I house so that we are not left out in the event of a shortage.

Earl is working on installing Cox Security Suite on our computers for our virus protection. It comes with our account but it is not set up.

Earl is also working on a Cox hotspot for our site directors use at Legacy. The internet and/or phone access goes down every tournament without help from a hotspot.

iii. **Region Outreach Director – Eric Hodgson**
Coaching Education and Outreach

We have hosted 3 of four, 4 hour coaching clinics at the Region Facility. Turnout has been less than disappointing. We are averaging less than 10 coaches/club directors in the first 3 offerings. We have one more on Nov 13th. We will continue to figure out ways to get information out to coaches and make coaching education more of a priority for club directors. One tact would be to start including Parents in Coaching Education and maybe have them help drive the need. This could also backfire with club directors and coaches.

A shout out to SVA who had us come and do an afternoon with her Coaches in Surprise and also has been to the last two coach education offerings. SVA has done more coaching education this season in the last 5 weeks than all the other clubs in Arizona put together.

Recently have done clinics for a middle school in Tucson and Tavan PE classes. Will be going back to Tavan for the other day classes sometime in late November or early December.

Just finished a weekend with the NTDP Sitting program in Edmund, OK.

We are working with the younger teams/coaches/parents at Revolution for a clinic sometime in the next couple of weeks. Scheduling this week.

Clinics in Worcester, Mass and some coaches from NH are in early December. A new kind of coaching clinic/tournament will be in Philadelphia in mid-Dec with John

Kessel and Marouane Jafir. Plans to go to the Philippines for most of February are in the works.

We have started a coaching Twitter account called #SolinCoaching tat puts out information on current scientific papers, articles and podcasts.

iv. SafeSport Director – Cindy Kirk

b. Secretary – Becky Hudson

c. Treasurer

i. Treasurer's Report

October 2022

Income	\$ 84,801.69
Expense	\$ 68,362.10
Balance in Checking Acct as of 10/31/22	\$ 80,512.36
Balance in High Yield Savings Acct as of 10/31/22	\$ 567,084.99
Balance in Development Grant Acct as of 10/31/22	\$ 13,999.48

Our IRS 990 Tax form has been completed and filed

ii. Marketing/PR Update

Ron and Harold are working to put together some sponsorship proposals

d. Officials Division Coordinator – Earl Capps

e. Adult Division Coordinator – Ron Pelham

f. Junior Division Coordinator – Cindy Kirk

g. High Performance Report – Ron Pelham

Tryouts May 19-21, 2023

Ft Lauderdale, FL – NORCECA will be hosting there as well.

Ron wants the entire Board to go to the All- Star Championships next year.

8. Committee Reports

a. Ethics and Compliance Committee – JR Salima

b. Budget Committee

All Division Coordinators should put forward a draft budget for their division.

9. Next Meeting – Thursday, Jan 19, 1 pm

Approved 10.15.23

10. **Adjournment** – the meeting adjourned