

**Arizona Region  
Board of Directors Meeting  
Oct 15, 2023  
Minutes**

1. **Call to Order** – The meeting was called to order by Harold Cranswick at 11:12 am

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

Guests: Eric Hodgson

3. **Approval of the Agenda**

Motion: Move to approve the agenda. (Capps/Kirk) MC

4. **Approval of the Minutes**

Motion: Move to approve the minutes of the Sept 10, 2023 meeting

Motion: Move to approve the minutes of Feb 9, 2023 meeting.

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

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

Move to approve the minutes of the 4 meetings as a group. (Capps/Kirk)

5. **Old Business:**

- a. **Budget**

Division Coordinators to put together a budget for their division so we can get back into compliance with our 501c3 requirements.

Send last draft of budget to board members

Deadline date of Oct 1 to return their budget proposals.

No budget proposals were received from any Board member.

- b. **Lawsuit**

A lawsuit has been filed naming USA Volleyball, the Arizona Region and ASU in regards to an 82-year-old woman that tripped on an extension cord at 2022 Fiesta MLK Classic. Arch Insurance has assigned an attorney for us. The same attorney is representing USAV, AZ Region and ASU. We have been in contact with the attorney and with the insurance investigator over the past 6 months. Fine Designs was the t-shirt vendor that the extension cord was for. There have been ongoing attempts to

settle with the family of Joanne Harris but the statute of limitations was approaching (Jan 16<sup>th</sup>) so they had to file. No more information has come since the filing of the suit.

Becky saw Rachael Stafford at the May meetings. When asked about this law suit, since she was involved in it, she replied that she thought it was settled. She never reached out after the initial discussion. Becky will reach out to her for a final report of what has/is happening. We have heard nothing from our attorney.

**c. Email issues**

The AZ Region email service is being rejected by several other email services. Our emails have been marked as spam and are being rejected or sent with the word SPAM in the subject. I have had the most trouble sending or replying to someone with Gmail.

The interruption varies – sometimes we can communicate with someone and then all of a sudden it is rejected.

Earl is working with GoDaddy

Should be able to take our domain anywhere. Earl to look into this.

Earl set up a free Microsoft non-profit account. Checking some things out.

Microsoft Suite – 20 licenses for the account.

Put azregionvolleyball.org in safe senders to be able to get our emails.

**d. Region Reorganization**

The Arizona Region Board and Committees structure is not working. It is inactive and ineffective. We have grown to a size that we need to run our organization like a business. Businesses do not have their Board of Directors run the day to day. They are policy makers. After that, the operations are done by hired staff.

Recommend to restructure the AZ Region into a policy board, that are elected, and hired staff to take care of operations.

The Board of Directors – Commissioner, Secretary, Adult Division Representative, Officials' Division Representative, Junior Division Representative. The Corporate Treasurer would be appointed and not elected. The Executive Director of the Region would not be a board member but would be required to attend all meetings.

The Staff would be led by an Executive Director and include a Tournament Director, a Membership Director/Registrar, an Outreach Director and a Communications Director. A Marketing Director could also be hired as we move forward.

There should also be advisory committees for each of the Adults, Juniors and Officials areas.

Board members need a General Statement and specifics as how this will work in our Constitution and By-Laws and Policies.

## 6. New Business

- a. **Motion:** Move to approve the simplification of Lisa and Eric's formula to calculate their respective pay starting with the 2023-2024 season. The motion means that each will be paid their respective salary for duties associated with their job titles with any other work performed for the Region (e.g., Site Directing) to be considered additional pay on top of their salary.

**Rationale:** The current method of determining their pay is complicated and is a waste of Becky's time. Becky has much more pressing items to deal with and plenty of time has passed since the original formula was instituted to justify this change. Both Lisa and Eric have willingly and without reservation worked as Site Directors wherever and whenever they were asked. Whether it is because of the loyalty to the Region that has been demonstrated over and over again or the fact that inflation has increased substantially in the meantime, both deserve to be paid according to a straight salary formula. Furthermore, at some point, there will be a new bookkeeper for the Region and approving this motion will make their job much easier and consistent with every other salaried employee.

Their salaries are set. They are not reconfigured each year. They are built on what is expected of each of them. If they don't complete all that they were expected, they are not docked. If Lisa site directs more than we figured, it is paid to her. The last increase in salary was Jan 2021.

- b. **Motion:** Move to approve the hiring of a bookkeeper to work part-time alongside Becky to learn how to keep the Region's financial books before Becky retires.

**Rationale:** With the announcement of Becky's impending retirement in the spring, it is absolutely necessary that the Region hire a bookkeeper with plenty of lead time. The Region has a large and complicated budget and an incoming bookkeeper should have plenty of time to learn from Becky before being thrust into the position.

- c. **Motion:** Move to approve a change for the Arizona Region Board of Directors from a "Working Board of Directors" to a "Policy-oriented Board of Directors." The motion is asking for approval of the idea in concept with details of the implementation to follow.

Come back to the next meeting with some specific ideas as to how to implement a structural change. Gradual or hybrid change rather than a full restructure.

Get some buy in from reliable club directors.

Find out that we are able to get answers and directors sooner and more accurately.

Bring ideas as to how to move from a working board to a policy board with direction given to the staff to implement.

**Rationale:** The consistent growth in the Arizona population and subsequent increase in Region membership has strained the Adult, Junior and Officials' Division Coordinators' abilities to provide fast, efficient and reliable customer service. The way the Board of Directors is set up worked fine at the beginning of the Region's history and continued to work for many years. However, now there are too few people on the Board with too many duties and responsibilities that include both policy-making responsibilities as well as operational responsibilities. People with full time jobs simply don't have the time to fulfill all of their stated duties and responsibilities for a Region this size including the ability to provide the kind of customer service our members deserve. The change would eliminate all operational duties and responsibilities for the Adult, Junior and Officials' Board members. This motion would give the Board members the ability to focus solely on policy duties for the Region and enable the Region to improve Customer Service for its members.

**d. Jen Barber Duties**

Jen Barber has asked that the site directors take a few photos at each of their sites for her to post on social media. It is a very small request and can be done on a quick walk through of the site which a SD probably does 10 times a tournament anyway?

Also, would like to suggest that Jen's role be included more as it is an important part of our marketing. She should be included in the General Assembly speakers, perhaps some board meetings, etc.

Harold to talk to Jen about the role.

**7. Next Meeting – Friday, Nov 17<sup>th</sup> – 3 pm**

**8. Officers' Reports**

**Commissioner**

1. I attended the RVAA Mid-year meetings that were held in Denver, CO from October 7th and 8th.
2. The National Office emphasized the need for all Regions to know and implement the HIROS campaign at all events. Our own Earl Capps was part

of the HIROS Initiative Region Focus Group that helped develop the campaign.

3. Two positions in the Education Office are now vacant. Peter Vint will continue to emphasize the need for coaches to update their knowledge and skills. He acknowledged that many coaches obtain continuing education (coaching) credits through a variety of means and organizations.
4. The All-Star Championships for 2024 will be held in Iowa.
5. Work continues on what is known as “Recognized Regional Volleyball Association Agreement” to formally define the working relationship between USA Volleyball (as a national organization) and the Regions that comprise it. This is a direct result of one Region sanctioning an event with JVA in the recent past. It was pointed out that there is currently nothing in the Corporate Documents that prevent such an event even though it has been understood that it was not approved in any way.
6. No decision made on the location of next year’s Mid-Year Meetings.
7. Mark Noble has retired from his position as the Commissioner of the Sun Country. Natasha Campbell is the new Sun Country Commissioner.
8. An unofficial meeting was held after the formal RVAA meeting to discuss Best Practices employed by various Regions. Some time was spent discussing ways that a few Regions had worked to increase the number of boys teams and/or push to introduce boy’s volleyball in high schools.

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

We are very close to moving into our new office. The hope is that it will be the week of Oct 16<sup>th</sup>.

c. **Region Outreach Director – Eric Hodgson**

e. **SafeSport Director – Cindy Kirk**

Once our words are out there – you can’t take them back. How are the words perceived.

Cindy to get with Amazons director.

**Secretary – Becky Hudson**

The business license has been renewed for 2024 year with the Arizona Corporation Commission.

The business license for the City of Mesa will be applied for once we move in. The Chandler license will be allowed to expire.

## **Treasurer – Becky Hudson**

### **a. Treasurer's Report: Sept, 2023**

Income: \$ 115,339.01

Expenses: \$ 60,110.80

Balance in checking account as of 9/30/23 = \$ 85,626.37

Balance in High Yield Savings Account as of 9/30/23 = \$ 549,549.42

Balance in Development Grant Fund as of 9/30/23 = \$ 14,155.41

The AZ Region 990 tax information has been sent to the accountant. The forms should be ready but, I believe that they are in the mailbox at our new office.

### **b. Marketing/PR Update – Eric Hodgson**

Fall Newsletter has been produced by Jen Barber.

## **Officials Division Coordinator – Earl Capps**

Report from the National meetings in May

## **Adult Division Coordinator – Ron Pelham**

## **Junior Division Coordinator – Cindy Kirk**

## **High Performance – Ron Pelham**

## **9. Committee Reports**

a. Ethics and Compliance Committee – JR Salima

## **10. Announcements**

## **11. Adjournment of the Meeting**

Meeting adjourned at 1 pm