

**Arizona Region  
Board of Directors Meeting  
August 21, 2022  
Minutes**

1. **Call to Order** – The meeting was called to order at 1:40 pm by Harold Cranswick

2. **Roll Call** -

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

Guest:

3. **Approval of Meeting Minutes**

Motion: Move to approve the minutes of the Feb 22, 2022 meeting (Pelham/Kirk) MC

Motion: Move to approve the minutes of the Mar 22, 2022 meeting (Kirk/Capps) MC

4. **Approval of the Agenda**

**Motion:** Move to approve the agenda of the Aug 21, 2022 meeting. (Kirk/Pelham) MC

Tabled items - Old Business b, d, g, New Business e

5. **Old Business**

a. **Jr 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 General Assembly.

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

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

4 people represent the Metro area

Jen Leo, Abby Vick, Julia Larish, Abi Svorinic - these reps can go by area or by size

One rep from the south – Matt Dyck - 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 4 at 4 pm

Boys Committee – Advisory committee – who wants to be there.

Troy Dueling, Matt Werle, need southern rep, ex officio - Taylor Stallman

At the National level - the voting for the RVAA motions is done by survey after the meeting. This is due to the weighted votes of the athletes that rarely, if ever, attend the RVAA meetings. They don't have a quorum to vote if none of the athletes are in attendance.

**b. Fall Elections for Jr Girls Committee**

Suggestion:

Fall 2021 election for all Metro positions – position to be held for two years with next election fall of 2023.

Fall 2022 – election for all 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 included:

- 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 it 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. By law change

The restructure will eliminate ODAC. Communications to be better. Can get more new people onboard. 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?

Credible organization that is 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 Policy Manual –

Builds trust within 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 teams are still involved in the state playoffs may not discuss any club participation with their players from the start of the Quiet Period until their team is no longer participating in the tournament.

Cindy Kirk had dropped off the meeting before this was addressed. More info is needed from her on this.

Tryout dates are 1<sup>st</sup> Saturday in Nov for 14 and younger. Quiet Period Oct 26 – Nov 4.

Tryouts for 15 and older are Nov 19. Open house Nov 8 – Nov 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 lines 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 Codes – take to page – help 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 the lead officials – training them to catch something before it turns into a big deal. If the site director is not at the table, the lead official should be at the table. 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 host training session for officials to learn to deal with the confrontational behavior as well as 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 – Jen sent Badger. Florida did not advertise.

Tabled

**6. New Business**

**a. Officials Shortage**

Regular tournaments and Vulture Peak

If a shortage of officials, make the facilitators at the bottom half of the division rather than the upper half.

Maybe do Vulture Peak with 3 team pools with parents officiating. Or get the collegiate players to officiate.

**b. Training Coaches to be R1s**

What is the plan? The coaches need more than just what they have been getting at the score/ref clinics.

Coaches need to be made aware prior to showing up at the tournament when a site is short officials and they will be required to R1.

Print the warm up procedure, time management, time out, etc for each table or coach at a site. Reminders.

**c. 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 6<sup>th</sup> place. 7<sup>th</sup> – 12<sup>th</sup> are still in line but can turn it back.

**d. Junior Awards**

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

Use awards for behavioral incentives. Acknowledged for good works.

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

**e. Early Tryouts Consideration**

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

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 for 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 that open early with rosters, 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 players to stop playing HS in order to train with their club;

- 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 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 AZ. 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 it comes up again.

Tabled

**f. Zonal Play for Southern Club teams**

Need 36 teams in order to make it work - otherwise the south clubs don't want to do it. Club 13s – 16s teams only. Format: 3 team pools with no cross pool

**g. Tournament format review & items from Jr Forum**

○ **12s Matches – length of day**

4 team pools – 2 up and 2 down

○ **Open start time moving to 8 am –**

Yes

○ **Championship Division changes? –**

Considering 13-15 and 16-18 breakdowns

○ **Rule modification allowing 5 players**

Club Division only. Not in the upper divisions of 12s. Not advertised, just allowed if the issue comes up.

○ **Jr Committee suggestion to go back to zonal versus size and zone representation.**

Motion: Move to approve the rule modification to allow 5 players in the Club Division only on a case by case basis. If a team travels out of Region at all, there is no modification allowed. (Kirk/Capps) MC

**h. AES to replace VBScorekeeper**

AES will cost us \$10.50 per team for all the tournament league schedules. AES recommends that we put each tournament as its own event rather than one large tournament for each division. This will require bringing in each team each tournament and reseeding. It will allow for formats to be copied. One large tournament will not allow for each tournament to be copied from one week to another – it will require that each week every division be completely rebuilt.

This fee is just for the AZ Region. It will not allow any other USAV sanctioned events in Arizona to waive the \$2.50 registration fee.

With using AES for our events, we will need a new laptop computer that will become the server for the event. The officials could then enter the match scores or the site director could via the mobile entry. The laptop would have to be started each morning of an event and the division closed as they finish.

Motion: Move to approve use AES for our online tournament presence. (Hudson/Kirk)  
MC

**i. Transgender Policy**

Motion: Move to approve the USAV Gender Competition Guidelines as the AZ Region default policy. (Hudson/Kirk) MC

**7. Officers' Reports**

**a. Commissioner's Report – Harold Cranswick**

**i. Information/News**

- Mid-Year meetings in Denver – Oct 8 & 9
- Working with First Point to create a group that will work to promote boy's and men's volleyball in Arizona at the high school, community college and, eventually, university level
- Restructuring at several levels of USAV – USAV changed the assembly structure so you can only serve on one assembly and reduced the JA to 2 reps per Region from 3.

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

Phones and internet transfer has happened.

Earl is looking into Cox Security Suite for our virus protection. It comes with our account but is not set up. ESET is expiring this month.

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

Ready to go forward with Vulture Peak Challenge. Wants to make sure that officials will work the event.

**iv. SafeSport Director – Cindy Kirk**

2023 SafeSport focus is Physical Misconduct

**b. Secretary – Becky Hudson**

**c. Treasurer**

**i. Treasurer's Report:**

**July, 2022**

Income:	\$	17,636.65
Expenses:	\$	78,184.28
Balance in checking account as of 7/29/22	= \$	70,134.12

Balance in High Yield Savings Account as of 7/29/22 = \$ 567,070.70

Balance in Development Grant Fund as of 7/29/22 = \$ 13,923.80

**ii. Marketing/PR Update**

Ron & Harold have put together some sponsorship proposals

**d. Officials' Division Coordinator – Earl Capps**

Earl writing up some procedures for IT for the Region office. Earl is the only one that knows how it is all put together.

**e. Adult Division Coordinator - Ron Pelham**

Ron has put together an adult schedule and send out via social media.

Legacy said they would allow us to go there for an adult league during the week.

Players' pool done before the season starts. Hope to pick up some teams from Davis Monthan.

**f. Junior Division Coordinator – Cindy Kirk**

May 7 for Spring Forum

**g. High Performance Report – Ron Pelham**

Tryouts May 19-21, 2023

Ft Lauderdale – NORCECA will be hosting there as well.

Want the entire Board to go to 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: Tues, Oct 18 – 12:30 pm Virtual**

**10. Adjournment**

Motion: Move to adjourn the meeting. (Pelham/Kirk).

Meeting adjourned at 5:11 pm.

**Action Items as a result of this meeting**

- Cindy Kirk to provide structure of Jr Division, publish dates of the meetings and push for Seeding Committee members.
- Officials' Division to provide structure of the Officials' Division
- Education to be created for officials and site directors on dealing with confrontational parents.
- Training for coaches as R1s to be developed and executed
- Boys Bid tournament to be scheduled and advertised
- Ron and Harold to put together sponsor proposals