

**Arizona Region
Board of Directors Meeting
September 17, 2019
Minutes**

1. **Call to Order** – The meeting was called to order at 10:50 am by Harold Cranswick

2. **Roll Call**

Commissioner -	Harold Cranswick
Secretary -	Becky Hudson
Treasurer -	Vacant
Officials Division Coordinator -	Earl Capps
Adult Division Coordinator -	Ron Pelham
Junior Division Coordinator -	Charlotte Pottle

Guests - None

3. **Approval of the Agenda**

Motion: Move to approve the agenda as presented (Capps/Pelham) MC

4. **Approval of the Minutes**

Motion: Move to approve the Minutes of August 21, 2019 as written. (Pelham/Capps) MC

5. **Old Business:**

a. **Division Manuals – Becky Hudson**

Each Division Coordinator and Director should be putting together an Operations Manual for his/her respective divisions/departments. This can go along with the Division Coordinator description of duties that we are going over.

The Task portion of the manual was never done. Each director is to put together a how to do their job for each task on their job description. The deadline for the detailed task list is the Retreat

Start with the timeline and then describe what you do. Review job descriptions and resubmit.

Job description and expectations for the Jr Committee positions. - Set the standard as a leader.

Each person should start now to detail what they do for the season.
Retreat, Boys forum, General Assembly, season start

b. **AVCA Affiliate Partnership Program - Harold**

Kathy DeBoer of the AVCA reached out to Regions to develop a program that would provide an incentive for coaches to join the AVCA.

We have given a verbal agreement for this program for the 2020 season. More info should be coming in September from the AVCA.

Harold will contact Kathy regarding the program start.

c. Facility Scheduling

Anything we want to do needs to be put on the building schedule. Steve Phegley is the building scheduler. There are schools renting courts in our building. We need our dates on the calendar to make sure they are happening.

Ideas for adults

- a college event in November at our facility.
- A Master's Division tournament during the Boys' season
- Expand the fall season to include Masters, Jr College men, Open gyms
- Volleyball intramurals

The Region can offer help to register or form a team. An ad in the community college newsletters and ASU student newsletter could be bought.

A Recreation major could be offered an internship to run the intramural program.

We will need help to staff the events. We will need a Volunteer Waiver for under 18 participants that are not USAV members. They could be used to help at tournaments for community service hours. Form to develop - Community Service Hour form.

Getting adult info out, senior division for the fall.

Junior College program

Draw up a junior college program. Contact the Phoenix metro colleges first. The coaches that Ron spoke to were asking about rotating the sites around the colleges to keep from having to drive so far each time. It would be best to handle and schedule at our facility. A Coed 4s tournament could be held in conjunction with the junior college events.

The days to run these events are Tuesdays or Thursdays

Want to get the Jr College groups into an Open Gym scenario.

Cody Kiraly is the interim coach at Chandler Gilbert CC. Amanda Omar is no longer there.

- We will charge \$5 per person for Open Gyms.
- Coed leagues will not have officials.
- Haylee Thompson wants to help build adult programming.

- Harold will create an advertisement. Contact should go to Ron.

Other examples to schedule are coach's education, beginner play, league play, official's training opportunities, sand leagues.

New scheduling system requires some coordination with Steve, the facilities scheduler.

We do need to have someone that has authority and access to staff whatever events we are scheduling in the facility. Doug Kiefer has expressed interest in this.

Every Wednesday in October want to offer an adult coed or adult open gym. The goal is to get coed started. Schedule 6 pm to 10 pm. First one will be an Open Gym, then the next 4 to be Coed. Any way we can get the word out. Social media blast with Jen and talk about it at the first fall tournament on Sept 22.

Club VOS Chandler looking to schedule in our building.

d. Policy Manual Amendment – Jr Policies, Open House, Quiet Period, Tryouts and Commitment Period.

Put on Spring Forum agenda and then discuss at the Retreat
Call a meeting of the Jr Committee to discuss the agenda.
Put out the meeting info for the Jr Forum. Save the Date – call for agenda items.

Send to groups based on their representatives and help the representatives know who their constituents are.

Trash, food, policy for all our sites. Put policy together to present at General Assembly.

Should contact all the club directors with the Jr Girls Committee members, their contact info and who they represent

Tabled to hear from Jr Committee

e. AIA Private Lesson Policy

There is a new AIA policy in the works to clarify “private lessons”. No other person can be there – not even to catch the ball. The players would be allowed to attend a team practice with their own coach but not with any other coaches – for example specific skill coaches.

Adjust the private lesson policy to reflect no 14 and younger players may attend during the Open House Period for 12s – 14s. No private lessons for players 15-18s during their Open House Period. No private lessons allowed at all on the 3 overlapping dates.

Motion: Move to approve the Arizona Region Private Lesson revision.
(Hudson/Pelham) MC

f. Social Media Guidelines – Eric Hodgson

When is it appropriate for the Region to be involved with fundraisers for individuals?
People can currently post on the Region Facebook page.

Posting an event is okay for us to do. However, if the Region is involved or registering the participants then there should be something in it for us.

So far there has not been anything that would cause us trouble.

If someone wants to post something, it must be made clear that this is not an Arizona Region event. Post the contact info of the people that the clinic benefits.

g. Integrating Beach Clubs into the Region – Eric Hodgson

For these events, there is no insurance unless the event is sanctioned. Just having a membership does not mean a player is covered.

Educate the clubs and parents as to when their insurance is in effect. General Assembly info sheet for the clubs.

Spring Forum – prepare an info sheet on insurance for sand courts or sand programs.

To bring structure to the beach club programs we should bring in some beach people to discuss what we can offer for beach programming – structure, scheduling, membership, insurance, etc.

Some clubs to speak to: Fortitude, RPM, Walker Beach, Club One Beach, Aspire, East Side Blaze, Verrado.

As the collegiate game grows, there could be girls that just want to play beach.

As the beach game grows it will be necessary to add a Beach person/committee at the Board level.

Introduce beach club challenges to General Assembly

Club Challenge season for Beach. They will need to get points for rankings to give incentive to play.

We have not registered Beach Clubs as an entity. We have registered individuals that play beach only. We need some type of structure for the beach events.

Right now, the club teams may participate in Allen Alexander's tournaments and travel out of state to participate in events. Many of the clubs offer events that raise money to support the beach clubs. We could put out a calendar of beach events and the Region could offer a Region Championships. Let them run their own events and then we offer a Region Championships.

We could offer 1 tournament a month and allow teams to participate that might not belong to a beach club. Allow beach club members as well.

Many of the beach players currently come from HSs that don't offer beach teams.

Have a meeting of interested parties offering beach programming. Get an idea of what they are interested in or what they would like to see, if anything.

h. By-Law Amendments – Appendix A

Chapter V. Meetings

Section 1: Meeting Time

Depending on schedules our meeting dates and times can change and have changed regularly. How do we want to list this in our By-Laws so we are not constantly changing the meeting dates and times each year?

Motion: Move to change the scheduled time for Board Meetings in our By Laws to the 3rd week of the month, if needed, from the 3rd Wednesday of the month. Passed in one motion.

One Motion to approve 4 motions to clean up places in the By Laws and Best Practices that have changed or are no longer applicable: Move to approve the By-Laws Amendments regarding Meetings; Divisions, Sect 4, Staff, Officials Division Coordinator; Best Practices on Protocols and Awards. (Hudson/Capps) MC

Chapter III – Divisions, Section 4 – Staff – Appendix A

D. Officials Division Coordinator

Add Beach Officials Trainer

Remove Officials Division Action Committee

Beach officials Chair instead of Beach Officials Trainer

Review the job description of the Beach Officials Chair and Trainer

Motion: Move to approve amend the positions under the Officials' Division Coordinator as specified. Passed in one motion.

Due Process Procedure Policy Amendments – Appendix D

Remove #3 and 3.a. from the policy – allowing the accused the opportunity to address the Board of Directors.

If the accused chooses not to request a hearing, a hearing with witnesses may still be held at the request of the ECC without the input of the accused. If the accused chooses not to attend the hearing, the accused may not appeal the decision.

Motion: Move to approve the changes to the Due Process regarding the accused not choosing to have a hearing or choosing not to attend the hearing or they enter a plea agreement. No appeal will be allowed for an accused that does not attend the ECC hearing or enters a plea agreement. (Pelham/Capps) MC

Look into the 20-day time to respond for an appeal. Federal court allows for 14 days to file an appeal after a criminal conviction.

Due Process Procedure Policy Amendment – by JR Salima – Appendix C

Putting in writing that a person can accept a plea deal and therefore not have to request a hearing. The Plea deal will be approved by the ECC and then the Commissioner. The Plea deal will be considered dealing with the issue and therefore cannot be brought up later in another sanction.

Wording to be inserted into the Due Process Policy.

Motion: Move to change the Due Process policy to allow the accused to enter into a plea agreement if both parties agree to the infractions. If entering into a plea agreement, the accused will not be allowed to appeal any sanctions imposed. The ECC will determine any sanctions imposed. (Pelham/Capps) MC

i. Best Practices Amendments – Appendix B

Chapter X: Arizona Region Protocols

Section 3: Awards

Details who the awards are to be ordered from and the number of awards to be ordered.

Motion: Move to approve the amendment to the Best Practices regarding Awards as proposed. Passed in one motion

Chapter X: Arizona Region Protocols – Appendix B

Section 1: Arizona Region Flower and Card Protocol

The section currently spells out who and where the flowers are to be ordered from and

how much to spend. The flower shop listed no longer exists. The cost of flowers listed is no longer appropriate – costs have gone up. Many flowers are ordered online now.

Motion: Move to amend the Best Practices regarding Arizona Region Flower and Card Protocol as proposed. Passed in one motion

j. Concussion Education

Eric Hodgson put forward a Concussion Education seminar info packet.

AIA came out with a new concussion policy.

Motion: Move to approve a concussion policy that:

If a person incurs an injury in an event and is thought to have a concussion or fails the concussion protocol, they may not return to the event.

Tabled for more info - need a reference for a concussion protocol.

k. President's Day Weekend Tournament

A 2-day tournament was put forward at the General Assembly. There are specifics that need to be determined. Cost, target audience 12s to 16s?, awards, registration system, sponsors, financial beneficiaries, team benefits, etc. A flyer on this tournament needs to be sent out as soon as possible. We have had a tournament posted on our schedule for the past 3 years but it was never put together. We want to make sure clubs know this is going to happen.

Motion: Move to approve the President's Day tournament for the 2020 season. (Hudson/Pelham) MC

12s – 16s

Accepting a specific number of teams and fill the age groups. 36 total teams.

Medals for champions

Cost?

Look at into AES registration and scheduling costs

6. New Business

a. Pack It In/Pack It Out policy

This was put forth to the General Assembly without formal approval by the Board. The wording of the policy was not fleshed out and there was no penalty attached. This does go along with the food and beverages in the gym subject.

This is what was put out in the New For 2020 document:

In an effort to reduce waste and trash at tournament events and to be a better earthling, the Arizona Region has put forth a Pack it in/Pack it out policy. All food/snacks/plastic water bottles/beverage containers/pizza boxes/anything else that is not used or becomes trash at the end of the day should be taken home and recycled or trashed at the home of the person bringing it to the event.

Some of our sites have to schedule extra commercial trash pick-ups just to accommodate the amount of trash left at sites. Many of our site hosts or site directors spend an extra 2 hours following a tournament just picking up and taking trash to the bins. In the end this may help people be mindful of what they bring to events and should keep our costs lower as these sites don't have to schedule additional trash pick-up or spend hours cleaning up after an already

long day. We encourage all teams to use refillable water bottles instead of single use disposable plastic water bottles. Hydro-Flasks are not required, just refillable water bottles.

In this age of "green" let us all do our part.

Motion: Move to approve the pack it in/pack it out policy for events. (Hudson/Capps)
MC

b. Food and Beverages in the Gym Policy

From the Spring Forum and the General Assembly. Request was made to add teeth to those bringing in food and beverages into the facility. NCVA penalizes a team 13 points and there is a monetary fine. Discussion at the General Assembly did not favor a monetary fine. We do need something with teeth to keep the food and drink out of the gym. Unfortunately, it is mostly the parents disregarding the signs posted and it will be the teams that are penalized. It may not take much to get compliance.

Motion: Move to approve a 13-point penalty against a team for players/spectators/coaches/directors that bring food or beverages other than water in a closed top bottle into a tournament facility. A monetary penalty of \$200 will be applied to the team if a second offense is recorded by the site directors and sent to the Region. (Hudson/Pottle) MC

c. Policy Request – Eric Hodgson

Can we look at the policy of NOT having sanctioned Region tournaments scheduled over our Education weekend in 2021 for obvious reasons. Tabled for more discussion.

d. Calendar Creation – Eric Hodgson

Can we re-look at the policy to which the calendar is constructed for the girl's season in the Region?

At this point, it seems insular in its construction. Nothing much about it, that I can tell from my limited vantage point, is transparent. Divisions were assigned without a conversation about other Region tournaments (Yuma Jailbreak and Vulture Peak) of which BOTH help fund the college program in that city. Should there not be a discussion about that?

How many teams went to the OVR 18's tournament last year? This year? What about the MEQ? If we are going to move divisions based on these tournaments, shouldn't there be data backing up WHY we chose to move our tournaments based on the number of Az. teams at that NQ? I think everyone would imagine that Crossroads and SoCal are the two most populated NQ's with Az. teams, but is that true? Is there data to back that up? It seems looking at the schedule that we see an 18's NQ and automatically move a club tournament there, but if only a few teams in the Region are going, should that be the case?

I would ask that some of the following be considered when the schedule:

- A committee made up of big, small, metro, non metro and outside organizers to develop the schedule IN CONJUNCTION with the Region Office staff.
- Data showing where Region teams are going out of state to play.

- Data showing how many courts would be needed for each division and how many courts are available per weeks tournaments are scheduled.
- INCLUSION of outside tournaments or programming into the discussion of the calendar, NOT plugging them into convenient spots on the schedule.
- A transparent process where discussions begin when the last of the Region's "important" qualifier release their play dates and a meeting of the scheduling committee meets very soon after with the goal of having the schedule set and completed a week before the General Assembly. (At the very least, it should be the goal to present a finished schedule at the General Assembly)

The girl's schedule is literally the life blood of the girl's season. It shouldn't favor any one club or one division, it should be put together with enough data so if questioned, it could be defended in reasoning, and it should be a transparent process and available way before the General Assembly.

A Committee should meet in August to create the schedule – bring in all that should be involved in scheduling – adults, junior girls, independent tournaments, etc. The further out we can schedule the events, the better. More discussion to be held with Eric.

e. New Awards for Consideration - Harold

1. Sportsmanship Award

While not a major issue for players, it can show up with some spectators and occasionally with the boys. What if rather than attempting to mandate good behavior, we attempted to incentivize it. What if we had a new annual award for Sportsmanship. At this time, I am only considering an award for a team. Anyone can nominate a team and the nomination would require the nominator to write about an incident(s) that showcase the sportsmanship of the team. The nominations would be reviewed by a committee (to be determined with the exclusion of anyone from the same club). The Region could award a plaque to each team that the committee thought was worthy with a special plaque for the team that was voted to have exhibited Outstanding Sportsmanship over the course of the season. This would occur during both fall and spring seasons.

2. Community Involvement or Give Back Award

For many years, we have discussed the idea of the Region becoming more involved in the community. We have discussed how we can become better known by the public (those outside the volleyball world) for volleyball (of course) but also for the fact that we care enough about our Region (communities and state) to get involved in a variety of social causes - in other words, to give back something to the community. To date, we have not made a great deal of progress by attempting to have the Region Office drive the idea.

Instead, let's consider the idea of incentivizing the clubs to engage in this behavior. One way to provide an incentive is to present the Community Involvement or Give Back Award to every club that volunteers their time and energy for a cause during the season. Anyone can nominate a team and the nomination would require the nominator to write about the efforts of the team to get involved in the community in some special way. The nominations would be reviewed by a committee (to be determined with the exclusion of anyone from the

same club). Again - this would be an award that every club can earn and be proud of. This would be a special plaque that would also be presented to every eligible club at the FGA each year.

3. **Volunteer of the Year Award**

We have many people in the Region who go above and beyond the call of duty. I'm not talking about those who get paid. I'm talking about those people who go out of their way to help our members without any compensation. I'm proposing that the Region design a plaque to honor the person who has proven him/herself to be an outstanding volunteer on our behalf.

Anyone can nominate an individual and the nomination would require the nominator to explain what the individual did that warrants consideration. The nominations would be reviewed by a committee (to be determined with the exclusion of anyone from the same club). The award could be presented to the individual at the FGA with the rest of the awards.

For further consideration:

4. **National Awards**

What if we created annual awards that were the same awards as those presented each year by the Juniors Division at Nationals. If we were to create the exact same awards, we could promote them all season long and decide on them prior to the national deadline and then advance the winners for national consideration.

Granted, most of these would probably be considered "Junior" awards but we can modify these ideas in any way we wish. We could offer the same awards for each group - one set of awards for girls, another for boys and even a set of awards for adults.

A list of charitable organizations for community service or volunteering can be put together to give the donation to.

Motion: Move to approve the creation of awards to recognize club/individuals that are doing good things. (Pottle/Capps) MC

f. **Regularly Scheduled Junior Committee Meetings Jr Girls Committee**

- June - at least one meeting prior to:
 - review Spring Forum results
 - establish agenda items for the Retreat
- July - at least one meeting to review the Retreat discussions
- Aug - at least one meeting prior to the FGA to establish topics to be covered, PPT slides given to Office
- Sep - at least one meeting to review the topics and PPT slide for the FGA
- Oct - at least one meeting to discuss Seeding Process
- Nov - at least one meeting to finalize Seeding Committee meeting dates and times
- Dec - at least one meeting of the Seeding Committee
- Jan/Feb - at least one meeting to discuss issues related to Junior Girls and establish date for Spring Forum
- Mar - at least one meeting to develop a list of topics for the Spring Forum

- Apr - at least one meeting to discuss Regionals with the Office Staff and Junior Girls issues
- May - at least one meeting to review the season and hold meeting prior to the Spring Forum

Jr Boys Committee

- June - at least one meeting prior to the Retreat to establish agenda items
- Jul - at least one meeting prior to the Boys Forum to develop a list of topics for the Boys Forum
- Aug - at least one meeting to:
 - review Boys Forum results
 - suggest topics for the FGA
 - meet for the Seeding Process
- Sep - at least one meeting for Junior Boys issues and to discuss Regionals
- Nov - at least one meeting to finalize Regionals and discuss Spring Boys schedule

- g. Next Meeting** will be held on Tues, Oct 22, at 11:30 am

Retreat location for 2020 season. We will need to reserve the cabins in Lakeside just prior to Nov 1st if we are going there.

7. Officers' Reports

Commissioner

a. Information/News -

- i. The Fall 2019 meetings will be held in Colorado Springs.

b. Region Office Information – Becky Hudson

- i. General Assembly has come and gone.
- ii. Boys' first tournament this week
- iii. Boys' score/ref clinics were held in the Region facility. Scoring in the Training room, R2 and Line Judge held on the court. It appeared to go very well. The engagement on the court was good by the R2/Line Judge participants. The first week the players were more engaged and covered rotations – Brian Budd was the lead ref for the court sessions. The second week was done very quickly and did not cover rotations – Ken Colby was the lead on the court.

c. Region Outreach Director – Eric Hodgson

September Outreach

September 10- Herrera Elementary School Clinic
 September 11- Isaac Imes Elementary School PE Classes
 September 18- Exploratory meetings on Native American tournament at NAU
 September 19- PE Classes and Team clinic at Kingman Middle School
 September 21- Special Olympics Coaches Training

USAV Outreach

September 22 through October 8 - Philippine Islands including clinics in Laguna, Batangas, Sta Rosa, Quezon, Binan and Cebu. Coaches training, player clinics, sitting training.

October 14 through October 27- Morocco for help in FIVB Level II training, outreach programming, high level coach's clinic, all with John Kessel.

November 1 - 4 - CAP Clinic in Southern Mississippi.

November 22 - 24- CAP Clinic in Salt Lake City

December 5 – 8 - CAP clinic in Badger Region, Madison, Wi

Updates on Coaching Education

Flyers were distributed for both indoor CAP and outdoor GMS Beach clinics at the General Assembly.

Coaches are locked down for both.

IMPACT clinics are scheduled but office will decide which should be IMPACT and which should be IMPACT + clinics.

questioned, it could be defended in reasoning, and it should be a transparent process and available way before the General Assembly.

d. SafeSport Director – Cindy Kirk

We will attempt to take Cindy Kirk to the RVAA SafeSport Session in October.

Secretary – Becky Hudson

Treasurer

a.	Treasurer's Report:			August, 2019
	Income:			\$ 19,648.56
	Expenses:			\$ 42,141.83
	Balance in checking account as of	8/31/19	=	\$ 36,892.35
	Balance in High Yield Savings Account as of	8/31/19	=	\$ 436,715.69
	Balance in Development Grant Fund as of	8/31/19	=	\$ 13,063.67

b. Marketing/PR Update – Eric Hodgson

No Report

Officials Division Coordinator – Earl Capps

Earl will be clearing up the Master List of Officials and Arbiter – removing those officials that did not work.

Dates of JODP Clinic are being determined.

Adult Division Coordinator – Ron Pelham

There are 50 rooms set aside at Hampton for President's Day weekend tournament. It would be best to let them go as soon as possible if we are not going to use them. It is there busy time of year.

Junior Division Coordinator – Charlotte Pottle

No Report

High Performance – Ron Pelham

The goal for 2020 is to offer 4 teams. Ron is going to rotate the coaches so that they have a year off but will still be a Lead Coach – listed on all rosters. This will keep the lead coaches involved and will give them a different perspective.

Ron has identified a Social media crew to attend the HPC event with our teams. We will pay their travel, room and per diem. One will be assigned to boys teams and one to girls teams. They will post on all the teams.

Ron would like to bring back the golf tournament. Many people have been asking about it. Ron will look to bring on sponsors and auction items that bring in the fundraising money.

8. Committee Reports

- a. Ethics and Compliance Committee – JR Salima
- b. Budget Committee – Prepare budgets for next meeting.

9. Adjournment of the Meeting

Motion: Move to adjourn the meeting (Pelham/Capps) MC

Action Items as a result of this meeting:

- Develop a Community Service Hours form for volunteer use.
- Research concussion protocol and best information about the okay to returning during the same event.
- Work out the details of the President's Day tournament
- Update Tournament Policies for Site Directors, get signs made for sites regarding pack it policy and Food and Beverage in the gym policy.
- Flesh out criteria for Region awards and publish; research charitable organizations to offer for donation.
- Harold to contact Kathy DeBoer about the AVCA Affiliate program start.
- Schedule October adult events in our facility.
- Reach out to Beach clubs for an information meeting time
- Discuss Education Weekend with Eric

Appendix A

Arizona Region By-Laws Amendment Proposals – August 2019 Chapter V. Meetings

Section 1. Meeting Time

There shall be such meetings of the Board of Directors for the Arizona Region as shall be deemed necessary and proper as provided for within this Section.

A. Regular Meetings

1. Board of Directors Meetings are held a minimum of six times per year. The meetings are scheduled for the 3rd ~~Wednesday~~ ~~week~~ of the month unless otherwise stated.
2. ~~The Annual Adult Team Representative Meeting is held at the General Assembly. All Adult Team Reps are encouraged to attend.~~
3. ~~Meetings of the Junior Boys and Junior Girls Committees are to be held a minimum of once per quarter each. The dates and times of the meetings are set as needed.~~
4. Meetings of the Junior Forums are held twice a year; The Annual Meeting will be in early August for the Boys' Forum and at the General Assembly for the Girls' Forum. The Girls' Forum will have a Mid-year meeting scheduled in the spring, during the competition season. Dates, times and locations are announced.

B. Special Meetings

The Commissioner may call a special meeting if time and circumstances demand it.

Chapter III - Divisions, Section 4 – Staff

Unless otherwise specified, staff members of the Arizona Region will fall under the supervision of one of the members of the Board of Directors as listed below:

D. Officials' Division Coordinator

1. Training Committee
 - a. Referee Training Director
 - b. Scorer Training Director
 - c. Jr Clinic Training Specialist
 - d. Jr Clinic Scorer Specialist
2. Junior Officials Development Director
3. Competition Assignor
4. ~~Beach Officials Trainer - add~~
5. Head Team Leader
 - a. Team Leaders
6. ~~Official's Division Action Committee – remove – the members of ODAC are already listed in 1-5 above~~

Appendix B

Propose to add the following to the Best Practices

AZ Region Best Practices

Chapter X: Arizona Region Protocols

Section 3. Awards

The Office Manager will be responsible for ordering the awards for the Region Championships.

1. KE Engraving will be contacted for the medals order.
 - a. 10 medals per team for Champion and Finalist will be ordered for adult men's and women's awards.
 - b. 13 medals per team for Champion, Finalist and 3rd place will be ordered for junior awards in the Gold Division only of the top division of each age and competition level. (i.e., 16 Open, 16 Championship, 16 Club)
 - c. 13 medals per team for Champion only of the Gold Division only of each of the lower divisions of each age and competition level. (i.e., 16A Club)
2. Champion T-shirts will be ordered from Odditees
 - a. 10 shirts will be ordered for each of the Champions of the Men's & Women's Divisions
 - b. 13 shirts will be ordered for each of the Champions only in the Gold Division of the top division only of each age and competition level for junior girls. (i.e., 16 Open, 16 Championship, 16 Club)
 - c. 13 shirts will be ordered for each of the Champions only of each age division in the junior boys.

Propose to amend the following section of the Best Practices.

Best Practices Chapter X: Arizona Region Protocols

Section 1. Arizona Region Flower and Card Protocol

Each member of the Arizona Region is requested to provide the appropriate information concerning an illness or death of an Arizona Region member to the Commissioner or Office manager.

A. Ordering Procedure

1. The Office Manager will contact the Phoenix Flower Shop and provide them with the appropriate name and destination information.

Phoenix Flower Shop

~~737 E. Broadway Road~~

~~Tempe, AZ 85282~~

~~Phone: 480-289-4075~~

URL: www.phoenixflowershops.com

2. The cost of the flowers is not to exceed \$35. The Office Manager will write a check for the flowers.
3. Sympathy and get-well cards shall be reimbursed by the Region upon presentation of receipts.

Phoenix Flower Shop has moved to another location. Many flowers are purchased online now and paid by credit card. \$35 does not buy many flowers especially if the arrangement is to be delivered.

Appendix C

Proposed addition to the Due Process Policy – by JR Salima, ECO

Once the initial complaint investigation is underway and the accused has been advised of the specific conduct violations, the option may be offered to the accused by the ECO to accept an alternate sanction agreement. This agreement will consist of the accused acknowledging the full and total responsibility for his or her actions. This arrangement can be in lieu of the accused requesting a hearing to respond to the accusations. The accused must also be willing to accept a sanction commensurate with the violation, which is recommended by the ECO. This action must then be approved by a majority vote of the ECC Hearing Board. The approval must then be confirmed by the Commissioner. The necessary documentation will then be drafted by the ECO and sent through regular Region Due Process protocol. Details of this arrangement will then become part of the investigation file and kept on file with the Region.

Appendix D

Amendment to the Due Process Policy

Move to remove #3 and 3.a. under the Appeal Procedure

F. Appeal Procedure

1. If a member is disciplined by the ECC, the member shall have a right to appeal the ECC decision to the Arizona Region Board of Directors.
2. The accused must submit a written request for appeal to the Region Office within twenty (20) calendar days of the ECC decision notification sent by certified mail.
3. The accused shall be offered the opportunity to address the Arizona Region Board of Directors at a time that is convenient to all.
 - a. Neither party shall be entitled to provide any further evidence supporting his/her position.
 - b. 4. The Arizona Region Board of Directors shall convene to determine:
 - i. a. If the ECC process has afforded the accused a fair opportunity to respond to the complaint;
 - ii. b. Whether the complaint was supported by evidence from persons having personal knowledge who personally witnessed the violation complained, and

- ~~iii~~ c. Whether the accused provided any evidence of a defense or explanation which would explain the action by the accused, or
 - ~~iv~~ d. Whether the accused provided evidence by witnesses who also had personal knowledge or who personally witnessed the facts and circumstance alleged; and
 - ~~v~~ e. Whether the decision and any sanctions imposed by the ECC were appropriate.
- ~~4~~ 5. The Arizona Region Board of Directors shall review the appeal and issue its decision within fourteen (14) calendar days of the meeting with the accused. The Commissioner will notify in writing, the accused, the accuser, the ECO and the Region Office of the decision of the Board of Directors.
- ~~5~~ 6. The decision of the Arizona Region Board of Directors shall be final.
- ~~6~~ 7. If the allegations were related to SafeSport misconduct, a copy of the complaint, findings, sanctions and any appeal decision may be submitted to the US Center for SafeSport and USA Volleyball SafeSport Director.
- ~~7~~ 8. Following the decision of the Board of Directors, the accused may appeal to the USA Volleyball Corporate Ethics and Eligibility Committee. The Corporate E & E Committee will review whether the accused was provided Due Process at the Region level. They will not review evidence or statements. If they feel that Due Process for the accused did not happen at the Region level, they may refer it back to the Region to provide Due Process.

Updated 11.12.18