

**Arizona Region
Board of Directors Meeting
October 22, 2019
Minutes**

1. **Call to Order** – The meeting was called to order by Harold Cranswick at 12:21 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 -	Charlotte Pottle

3. **Approval of the Agenda**

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

4. **Approval of the Minutes**

Motion: Move to approve the Minutes of Sept 17, 2019 as written (Pottle/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 Cranswick**

Kathy DeBoer spoke to the RVAA at the Mid-year meetings in Colorado Springs. Kathy indicated they have added many more Regions to the program and information will be forthcoming.

Kathy requested help in finding an Arizona coach who is involved in either girls' sand and/or boys' volleyball who will be attending the AVCA Convention in Pittsburgh. Her intention is to ask the coach to share what is going on in Arizona.

This information is still to be received.

c. Facility Scheduling

Resolving scheduling conflicts with the facility

Hiring someone to staff the facility during the evening hours

Events that are scheduled for the facility –

- Ascension practices – Specific Thursdays
- East Valley Starlings was moved to the Spiral building
- Bring Your Own Parent – Teresa Scobee – 8 nights between Nov 13 and Jan 22
- Adult Open Gyms – Wednesday nights
- Adult Fall Tournaments – 2 more events – Oct 27 and Nov 10
- Score/Ref Clinics – Mon – Thurs nights and Sat & Sun (when available) the first 3 weeks of December.

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

Junior Division Coordinator and Jr Girls' Committee are scheduled to discuss this at their next meeting.

All the club directors should be contacted with the Jr Girls Committee members, their contact info and who they represent.

Tabled to hear from Jr Committee

Jr Committee will be meeting on Sunday, Oct 27 at 10 am.

e. Integrating Beach Clubs into the Region – Eric Hodgson

Harold and Becky are scheduled to meet with Mike Hawkins and Tom Witt of Grayhawk Volleyball – a sand only club. They have an event in June they would like us to be part of. We will discuss sand scheduling for the Arizona Region at this event as well.

f. 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 states:

If a person incurs an injury at an AZ Region/USAV sanctioned event and is thought to have a concussion or fails the concussion protocol, as determined by the coach, they may not return to the event. The player must also be cleared by the club director before they may return to practice and/or competition.

In the event of a misdiagnosis of a concussion, there must be a letter from a doctor clearing the player that explains the misdiagnosis and clears the player to return to the competition the next day of the competition. The letter is to be given to the club director who would clear the player to play. The letter must then be given to the site director allowing the player to

return to competition.
(Hudson/Pottle) MC

CDC Concussion Protocol and Managing Return to Activities description included.

Develop a coach's form on concussion for coaches to sign off each year. It would review the symptoms and return to activity protocol.

g. President's Day Weekend Tournament

The Jr Girls Committee is expected to meet and provide input on:

The age divisions to be included in the tournament – 12s to 16s

The number of teams in each age division 12s (18), 14s (36), 16s (36)

The entry fee for the tournament - \$500

Awards? Contact Keith Emrick or Awards by C&S

T-shirts? Sell at \$10 per shirt

Look into AES registration and scheduling costs – contact AES

Site Director - \$150/wave x 3 waves

We have 50 rooms reserved at the Hampton Inn that we need to release

h. Policy Request – Eric Hodgson

Can we look at the policy of NOT having sanctioned Region tournaments scheduled over the Region Education weekend in 2021?

This issue was tabled for more discussion.

i. Calendar Creation – Eric Hodgson

Can we re-look at the policy to which the calendar is constructed for the girls' 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 such as the Yuma Jailbreak and Vulture Peak Tournaments, BOTH of which help fund the college program in that city. Should there not be a discussion about that?

How many teams went to the OVR 18s 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 Arizona teams at that NQ? I think everyone would imagine that Crossroads and SoCal are the two most populated NQs with Arizona teams, but is that true? Is there data to back that up? It seems looking at the schedule that we see an 18s 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 points be considered when the schedule is created:

- 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 for weeks that tournaments are scheduled

- INCLUSION of outside tournament 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" qualifiers 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 goals to present a finished schedule by the General Assembly.)

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

A Committee should meet in August to create the schedule – bring in all that should be involved in scheduling including, but not limited to, adults, junior girls, Region-sponsored tournaments, independent tournaments, etc. The further out we can schedule the events, the better. More discussion to be held with Eric.

Referred to Jr Committee

j. New Awards – Harold Cranswick

Description, nomination forms and details to be developed for the following new awards:

Sportsmanship Award – Team Award
Community Involvement or Give Back Award – Club Award
Volunteer of the Year Award – Parent and Members
Region awards based on National Awards presented by the USAV Jr Assembly

Develop a Region Hall of Fame. Dale Goodwin developed a Hall of Fame for

Harold to come up with a preliminary document about the awards.

6. New Business

a. Region Budget – 2019-2020

President's Tournament – new division?
Steve Kenyon is a contact for coins for officials
Jackets for Board and HP staff – Polo shirts and t-shirts

b. Region 990 approval

The Board reviewed the 2019 IRS 990 form. Harold signed the e-file authorization. Loran Wimmer has retired. David Hawks of Fox Peterson prepared our form this year.

c. Retreat location for 2020 season.

The reservation date for Lake of the Woods Resort is Nov 1. They will be calling to confirm our dates. We will have to let the cabins go on that call or put down a card. With BJNC and GJNC ending on July 4 and USAV HPC moved back our Retreat dates should be July 10-12, 2020
Wi-Fi is weak at Lake of the Woods.
We will need all 3 cabins – if not more.

The boys committee could meet prior to going up to the retreat.

Look at a bigger cabin to invite more of the Jr Committee or Officials committee members to attend.

Book the cabins for July 10-12.

Bring chairs or pillows to sit on.

d. New Region Shirts – Eric Hodgson

Can we please get some nice Region T-shirts? Two photos of Adidas USAV shirts were attached. We have polos, mine are mostly old, but it would be nice to rep the Region at events as well as USAV. Can we look into this? If not, no worries, I'll just make some for me when I am Grassrootsing...

Ron will look into this for Eric. He is looking at items for the Board and HP Staff now.

e. Officials Pay Policy – Becky Hudson

Several years ago, the Officials' Division passed a motion that if a match changes from a 2 of 3 sets full match to a single set after the assignment, the official would be paid for a full match even though the teams only played one set. If the match was changed to a single set before the assignment it would be paid as a single set. I could not find it in the Policy Manual or the Officials Handbook.

We had 2 officials in the boys #2 tournament approve a single set instead of a full match at the court and without the permission or knowledge of the site director.

There have been a number of boys' coaches asking to play a single set instead of a full and we are getting a lot of push back by parents who want the teams to play the full match because they paid for it and it is training for the boys. Lisa has been denying converting the match to a single set the times she has been approached.

Jr Committees should discuss the ability of the coaches to request one set to 25 in juniors when they have paid for 4 matches and it is training for the players.

Motion: Move to approve that the change of a match format must be originated to and approved by the site director. The court official will have no say in the format of the match nor the tournament. The lead official would support the site director the movement of a match from one court to another due to late matches on a court or for safety concerns. (Hudson/Pelham) MC

x. Next Meeting will be held on Thurs, Jan 23, 2020 at 11am

7. Officers' Reports

Commissioner

a. Information/News -

i. RVAA Mid-Year meeting was held in Colorado Springs, CO.

ii. SafeSport Conference presented the day before the Mid-Year meeting.

- iii. RVAA was informed the new membership system is expected to be ready for the 2020-2021 season.
- iv. USAV Board of Directors has a new Chair – Cecille Reynaud.
- v. The RVA Marketing Committee worked with the National Office to produce an advertisement that is playing during each televised Big 10 Conference volleyball match. The ad showcased the Regions in the Big 10 Conference.
- vi. There is a proposal to restructure the USAV Beach Assembly. The structure would include elected reps from the RVAA (4), JA (2), OA (1), USAV Beach Promoters (2), USAV Beach Coaches (2) and Beach ParaVolley (1).
- vii. Team Travel Source offers a \$2500 scholarship to a boy and girl player toward their college fees. The applicant must apply.
- viii. EPIC (insurance broker) is offering the Regions a Cyber Media Insurance coverage. All the Regions were not on board so it will be put forward to those Regions individually that are interested. We did sign up and are just getting the info. The policy is effective 11/1 of each season.

b. Region Office Information – Becky Hudson

Club Nights are scheduled for Oct 25 (Glendale CC) and Nov 1 (AZ Region Facility)
 Not much interest by the clubs in attending the Nov 1 club night.
 The GCC club night has about 10 clubs.

c. Region Outreach Director – Eric Hodgson

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

Region Beach Representative

I feel like we should look for and elect/appoint a new Beach Representative for the AZ Region. Ron and I have kind of jointly filled the role but from just my point of view, NOT speaking for Ron, I am not in touch very much with the Beach Club scene, the top players, etc. I would think a Beach Rep for the Region or USAV should have those qualities and relationships. I am happy, if the Board wishes, to continue to monitor and hire for the Jr. Beach Programming over the summer.

d. SafeSport Director – Cindy Kirk

- Trainers for all events will have to be registered, background screened and Safesport trained. Audits of events will begin in 2020. USAV has been requested to support a \$5 Event Staff membership for trainers. This will allow them to be covered and for them to be able to take Safesport for free. Cecille was for it. The BG Screen cost will still be the same.
- Players that are 18 or turn 18 during the season are required to take Safesport upon turning 18 because at 18 they become mandatory reporters and need to be trained in the aspects of the program.
- AZ Region focus for 2020 will be Harassment

Secretary – Becky Hudson

Treasurer

a. Treasurer's Report:	September, 2019
Income:	\$ 147,725.45
Expenses:	\$ 73,767.58
Balance in checking account as of 9/30/19	= \$ 68,828.27
Balance in High Yield Savings Account as of 9/30/19	= \$ 436,737.22
Balance in Development Grant Fund as of 9/30/19	= \$ 13,063.99

b. Marketing/PR Update – Eric Hodgson

No Report

Officials Division Coordinator – Earl Capps

New Head Team Leader – Amanda Rossman

New South Team Leader – Chris Wagner

Wade Colson is resigning effective Dec 9.

Adult Division Coordinator – Ron Pelham

Junior Division Coordinator – Charlotte Pottle

High Performance – Ron Pelham

Coaching staff secured. Figuring out what the boys want to do. The coaches want to take a boys younger and older team. They don't want to take any more than one team in a particular age and division. The feel of the 2nd team is too much like a 2s team.

8. Committee Reports

- a. Ethics and Compliance Committee – JR Salima

b. Budget Committee –

9. Adjournment of the Meeting

Motion: Move to adjourn the meeting (Hudson/Pelham) MC
The meeting adjourned at 3:05 pm

Action Items as a result of this meeting

- Hire someone to handle the scheduling at night at the Facility
- Jr Girls Committee to meet
- Harold and Becky to meet with Grayhawk Beach club owners
- President's Weekend tournament to be published and opened for entry
- IRS Form 990 to be filed.
- Harold to develop the protocol for the new awards
- Cabins to be booked for Retreat 2020
- Ron to look at shirts for Eric along with the Board and HP Staff
- Policy Manual and Official's Handbook to be updated with the officials match pay policy and match format revision protocol.
- Proposed budget to be revised and presented at the next meeting for approval.