

**Arizona Region of USA Volleyball
Board of Directors Meeting
September 21, 2025
Agenda**

1. **Call to Order** – The meeting was called to order at 5:34pm pm by Harold Cranswick.

2. **Roll Call**

| | |
|----------------------------------|------------------|
| Commissioner - | Harold Cranswick |
| Secretary - | Stefany Pew |
| Treasurer - | (Open) |
| Officials Division Coordinator - | Earl Capps |
| Adult Division Coordinator - | Ron Pelham |
| Junior Division Coordinator - | Cindy Kirk |

Guests: None

3. **Approval of the Agenda**

Motion: Move to approve the Agenda as presented. (KIRK/PELHAM) MC

4. **Approval of the Minutes**

Motion: Move to approve the Minutes of the July 13, 2025 meeting as amended (PELHAM/CAPPS) MC

5. **Old Business:**

a. **Region Budget**

Motion: Move to approve the budget for the 2025-2026 season. (/)

Rationale: The Region needs to produce a budget so the Region can get back into compliance with the 501(c) (3) requirements.

Board members to present their wish list to build the budget so it can be approved. Board members agreed to submit their budget requests to Harold in advance of the next Board meeting. Ron wants to hold a golf tournament and to have Kailee organize it. Harold wants to make sure it will be profitable. Brainstorm and then Ron will talk to Kailee about it. Ron wants a push for HP sponsors also. Reach out to 2025 HP parents who own businesses to potentially sponsor for 2026.

Double the Starlings Credit amount for underrepresented teams.

For 2026 season, an application process for the Starlings credit to be created. Harold wants to have a detailed budget. We haven't had one since 2018 (pre-covid). We can vote electronically so we can get it off the agenda. Harold will

get Cindy her budget.

b. 10s Division

A question was raised about making the 10s Division a Mixed/Coed Division to allow for more 10 and under children to participate.

Motion: Move to redefine the 10s Division as a Mixed/Coed Division. (KIRK/PELHAM) MC

Rationale: The creation of a Mixed/Coed Division would increase participation and allow any gender the opportunity to play at the lower next level. Given the size of the participants, allowing children of all genders to participate wouldn't have a significant impact on the outcome of most matches. There would be one caveat for any teams that plan to participate in any National events since those events would only allow girls on the team.

Given the results of the Junior Girls' Forum Survey and comments at the Fall General Assembly, is it still the will of the Board to implement this Motion?

All approved to move to a Mixed/Coed Division. Yes – the board reaffirmed its vote from last meeting. Like all other motions resulting from the Spring Forum Survey, this motion will be implemented next season.

c. Budget Item – Officials

Motion: Move to approve the Officials' SWAG Incentive Program as presented by Earl, Ron and Stefany.

Rationale: The Board discussed the value of offering swag to officials. The Region used to offer a variety of swag and it was always well received. Swag will be included in the Budget for 2025-2026 season to be distributed to the Officials according to criteria, Earl/officials were not comfortable with the original draft.

A document listing the criteria for officials to earn and/or receive swag. Because of the various sizes, styles and costs, an alternative proposal was submitted.

Officials' Division Recommendations regarding the Incentive Program?

Instead, a new proposal has been submitted. Criteria for officials will be based on years of service as follows:

0-3 years: starter kit (whistle, cards, coin)

3-5 years: \$20 gift card for gear (Leader Promo)

5+ years: \$30 gift card for gear (Leader Promo)

Earl is working with Under Armor. Ron can talk to HP reps to find someone to get us gear at a lower cost.

d. Budget Item – Strategic Planning

With the staff taking care of operational tasks, the Board needs to consider spending time on Strategic Planning for the future.

Harold has had several conversations with Ms. Cyndi Wood about the idea of Strategic Planning.

Cyndi Wood Associates has served as the consultant for the Badger, Carolina and Puget Sound Regions. Ms. Cyndi Wood, was contacted and is ready to make a presentation to discuss her company, what she does and what she charges to help create and implement a Strategic Plan for the Arizona Region. Although exact circumstances are different, both the Badger and Carolina Regions seem pleased with the results they have achieved after working with Ms. Wood's firm. Her website is:

www.cyndiwoodassociates.com

Ms. Wood has indicated she will provide a list of steps that would be followed in order to develop a Strategic Plan for the Arizona Region. After the initial information gathering takes place, Ms. Wood wants to meet with the Board to share the plans and to see if the Board wants to proceed.

Ms. Wood sent a Strategic Planning Proposal and asked for a response before the end of September.

Harold got a proposal from Cyndi Wood but Harold doesn't think this is the right time for it. Right now, we need to focus on the changes with Becky not here and trying to get settled into a new culture. Harold informed Ms. Wood that the Region is temporarily postponing the idea.

e. Budget Item – Arizona Region Volleyball Day

Motion: Move to approve the establishment of a calendar day with the title "Arizona Region Volleyball Day." The motion would give Jen Barber the authority to apply for the celebratory day as determined by the State of Arizona.

Rationale: By having an established "day," the Arizona Region would increase its exposure. The day can consist of a designated tournament or the creation of a new tournament. It is strictly voluntary.

Because many of the dates on the Region calendar fluctuate from year to year, Becky suggested designating the same day/date as the Region Fall General Assembly.

Another suggestion is to consider the 2nd or 3rd Saturday in Aug. An adult tournament could be held and it would allow 18 year olds (from the last season) to participate in adult play while their membership is still in effect.

The date and location to be discussed at the Retreat.

It was suggested that the Region combine “Try Volleyball” and future Arizona Region Club Night. The Region could find grass where we can set up multiple courts and pop-ups with tables for the clubs. Possibly use the Cardinal’s Stadium grass area. Plan this before the Girls Open House period. School or local parks are other options. Mesa Community College and Glendale Community College both has large grassy areas that might work and possibly schedule on the same day as a home volleyball match. Trying for November when the weather is nicer.

Motion tabled

f. Promotion of fundraisers and/or tournaments in the Region

From time to time, the Region is made aware of events that are of particular interest to the Board and/or our members.

This item was tabled to gather information and a list of possible recommendations. A Motion will be presented at a future meeting.

No guidelines are currently in place for the Region to follow. The Region does not have any resources or policy to direct when to donate or sponsor such events.

This idea was included in the Survey for Club Directors and will be shared with the Board and the membership at the FGA.

Motion tabled

g. Survey Regarding Possible Constitution Change – Modification or Elimination of Officials’ Division Committees

A survey will be sent to all members of the Officials’ Division to gather their feedback concerning the present structure of the Officials’ Division. The questions focus on:

Article VI: Regional Organization

Section 2. Officials’ Division Steering and Action Committees

Motion: Depending on the results of the survey, there may be a Motion to modify or eliminate Article VI, Section 2, A.3. and Section 2.B with the exception of Section 2.B.1.a.

Rationale: All items in the Governing Documents referring to the Officials' Division Steering Committee and the Officials' Division Action Committee have not been followed or honored for at least five (5) years. This appears to indicate that the Officials' Division does not consider these committees to be important enough to hold meetings and should, therefore, be eliminated from the Arizona Region Governing Documents. Is this what the members of the Officials' Division consider to be in their best interest?

Results of the survey indicate that most respondents indicated a desire to keep the current structure. The ODAC and Steering Committee seats need to be filled and calendar dates for meetings need to be established for the season.

Earl suggested conducting another survey. The survey will be reviewed by the Board before sending it out.

h. Survey Regarding Possible Constitution Change – Modification or Elimination of Junior Division Committees

A survey will be sent to all members of the Junior Division to gather their feedback concerning the present structure of the Junior Division. The questions focus on:

Article VI: Regional Organization

Section 3. Junior Division Committees and Junior Forum

Motion: Depending on the results of the survey, there may be a Motion to modify or eliminate Article VI, Section 3.B. through I. with the exception of any mention of the Junior Forum.

Rationale: All items in the Governing Documents referring to the Junior Division Junior Girls Committee and the Junior Boys Committee have not been followed or honored for at least five (3) years. This appears to indicate that the Junior Division does not consider these committees to be important enough to fill the positions and/or hold meetings according to the Arizona Region Constitution and should, therefore, be eliminated from the Arizona Region Governing Documents. Is this what the Junior Club Directors consider to be in their best interest?

Results of the survey indicate that most respondents indicated a desire to keep the current structure. The Committee seats need to be filled and calendar dates for meetings need to be established for the season..

Put info out far enough in advance so people can make a decision. Meeting dates and times for the rest of the year should be made public at the FGA and included on the calendar.

i. Officials – Confusion over job responsibilities

Based on the confusion that has come about this season and seasons past, it would appear that the Region needs to produce and distribute a document to

educate all of our officials as to the differences between a Lead Official and a Facilitator. Becky's January 16th e-mail serves as an excellent starting point.

This item was discussed at the Retreat. Both Capps and Kailee have a document to send out to officials to clarify the difference in responsibilities and pay between a Lead Official and a Facilitator.

Has this document been sent to all Arizona Region Officials?

Yes – the information has been disseminated.

j. 12 Club Division – Coaches as R1

There have been a lot of complaints by Site Directors and Lead Officials that have hosted the 12 Club. Many of the coaches are not prepared to R1. The teams were not trained in scoring but are using the regular score sheet. The Site Director and/or the Lead Ref spend their entire day running from court to court to help with scoring and or officiating. Many of the teams in the 12 Club Division are attending interregional tournaments (Fiesta Classic, Cactus Classic, Festival Fiesta, etc.) but they are local so they don't see them as TRAVEL tournaments. No training was done for most of the 12 Club teams in scoring or officiating.

It is felt that the concept was not developed sufficiently and communication was not given to the Club Directors to fully understand what it would entail.

Staff would recommend that all coaches in the 12 Club (as well as all new coaches) be required to attend a coach's training session – it could be divided into Referee training and new coach info – to add to IMPACT that they have to take online. It could introduce the AZ Region specific information on check in, tournament scheduling, etc. that so many do not understand. Clubs are not educating their new coaches on what to do at our events. There are new coaches that don't know how to fill out a line up sheet or understand that they have to check in prior to the first match of the tournament even though they don't play until the 2nd round. AES has kept the coaches from reading any info on our website since they don't need to go to our website for info on where they are playing.

This topic was also included in the Junior Girls Forum Survey asking Club Directors for feedback. At the Forum and the Retreat, the vast majority of attendees indicated that more training was needed so coaches get better at it. Ron wants to set up some Zoom meetings with coaches who want to be an R1 and do online training (extra opportunity for training, in addition to other training we do).

Is there a Motion forthcoming?

Don't need a motion. Just need increased communication so that Club Directors and all 12s Club coaches understand the importance of getting trained as R1 at the score/ref clinics.

k. Arizona Region National Club Qualifier Manual

Motion: Move to approve the AZ NCQ Bid Tournament Manual. (KIRK/CAPPS)
MC

Rationale: To date, the Arizona Region has not had an approved Manual to distribute and refer to when it comes to the AZ NCQ which has resulted in some confusion from time to time. The Manual will provide direction and answers to those who are running the tournament and to those who are participating in it.

This item was also included in the Junior Forum Survey sent to Club Directors. Results are available and indicate that Club Directors see value in having a written document to follow that eliminates misinterpretation and confusion.

l. Establish a separate tournament from the Select Division of the AZ NCQ

Motion: Move to approve the Region re-establishing a tournament that would be separate and distinct from the AZ NCQ Tournament. (PELHAM/CAPPS)

Rationale: There still seems to be some confusion with clubs as to the difference between the Bid Division and Select Division of the AZ NCQ. Some clubs are asking the Region to return to the previous approach where the Region offered a regular tournament that was completely separate in both name and location from the AZ NCQ Bid Tournament.

This item was also included in the Survey sent to Club Directors. Results are available and indicate that Club Directors agree that returning to two separate tournaments (an AZNCQ and a separate tournament like the previous Vulture Peak) is the best course of action for the Region. In addition, the 'other' tournament should NOT be held in the same location as the AZNCQ. Two distinctly different tournaments will provide the best options for all teams and eliminate the misinterpretation and confusion that occurred the last two years.

Potential name for the tournament: Copper State Challenge

Joaquin looking into Flagstaff but having trouble finding courts. Hoping for 6-12 courts. Ron suggested reaching out to AWC Coach in Yuma and the Yavapai Coach in Prescott.

m. Starlings Application Process

Motion: Move to approve the creation of an application process for those clubs who want Starlings status.

Rationale: There is a steady increase in the number of clubs/teams desiring to be classified as Starlings clubs/teams. The designation means the club will be eligible for some financial assistance from the Region. Without guidelines and a process, the Region could find itself getting requests from clubs that are not part of the Starlings family.

Harold has e-mailed Ginny at Starlings and is waiting for a reply.

Tabled

6. New Business

a. Region

Motion: Move to hold Board meetings at least 6 times each year. For 2025-2026 the meetings will be held on

July (following the Retreat)

Nov 18 at 6 pm

Sep (following the FGA)

Feb 17 at 6 pm

Oct 21 at 6 pm

Apr 21 at 6 pm

Rationale: According to the Arizona Region By-Laws, the Board will meet a minimum of 6 times each year on the third week of the month.

7. Next Meeting – October 21st, 6pm @ the Region Office

8. Officers' Reports

Commissioner Report

1. The Board needs to follow our Arizona Region Constitution with respect to the Officials' Division Structure and the Junior Division Structure. Committees need to be filled and meeting dates for the season need to be established.
2. The annual Mid-Year RVA Meetings will take place in Denver, CO. Attendees have been notified that the meetings have a very full agenda and will run from Friday, October 10th through Sunday, October 12th
3. The Board needs to give serious thought to how the Region should be organized and run in the future. Does the Board want the Region to employ a one person leadership model such as the current Commissioner Model, a Commissioner/Executive Director Model, a Commissioner/CEO Model, a Commissioner/President Model? Or would the Board prefer to have a two person leadership model with a Commissioner and a separate ED, CEO or President? It will be necessary to consider who is elected, who is hired, and what the compensation will be.

4. The Region needs to create a Succession Plan.
5. Request for Board members to submit their reports. Members deserve to know what is happening in each area.

Region Office Information – Lisa Naughton

Outreach Director and Coach Developer – Eric Hodgson

SafeSport Director – Cindy Kirk

Secretary – Stefany Pew

Treasurer – Andrew McCall (Interim)

| | |
|---|--------------------------|
| a. Treasurer’s Report: | August 30, 2025 |
| Income: | \$ 293,993.92 |
| Expenses: | \$ 170,335.62 |
| Balance in checking account as of | 10/14/25 = \$ 202,567.64 |
| Balance in Platinum Savings Account as of | 10/14/25 = \$ 728,433.29 |
| Balance in Development Grant Fund as of | 10/14/25 = \$ 17,508.96 |

b. **Social Media/Marketing/PR Update – Jen Barber & Eric Hodgson**

Officials Division Representative – Earl Capps

Adult Division Representative – Ron Pelham

Junior Division Representative – Cindy Kirk

High Performance Director– Ron Pelham

9. Committee Reports

- a. Ethics and Compliance Committee – JR Salima

10. Announcements

11. Adjournment of the Meeting – The meeting was adjourned at 6:37pm

Action Items as a result of today's meeting

- Everyone send in a budget – will vote electronically
- 10's to be changed to Mixed/Coed
- Officials' criteria set for "swag" or incentives
- Cyndi Wood proposal tabled
- Volleyball Day tabled
- Fundraisers Tabled but Ron wants to consider options for a golf tournament and HP fundraising
- Earl drawing something up and a possible survey going out in regards to the modification of the Officials' Division Committees
- Cindy to set firm dates ahead of time for the Junior Division Committee to meet throughout the year
- Officials' job responsibilities already taken care of by Kailee. This will be removed from the agenda moving forward
- Communication with club directors and coaches needs to be firm in that they are responsible for making sure their 12 Club Division coaches are R1 trained. We provide the training at the score/ref clinics – they just need to attend
- AZNCQ Bid Tournament Manual to be used moving forward
- The "Select" division for the AZNCQ will be separate and will be called the Copper State Challenge again. Joaquin working on sites/location
- Starlings Application Process is tabled
- Board meetings will take place 6 times a year and will be on the 3rd Tuesday of each month. The next 4 meetings will be: October 21st, November 18th, February 17th, and April 21st
- New business for next meeting will include the restructure of our website, as well as an IT guy (Earl to step in for now and get Stefany a working phone and to add features to the office printer) – Official patches