

**Arizona Region  
Board of Directors Meeting  
August 4, 2021  
Meeting Minutes**

1. **Call to Order** – The meeting was held via GoToMeeting and was called to order by Harold Cranswick at 3:05 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 -	Cindy Kirk

3. **Approval of Meeting Minutes**

**Motion:** Move to approve the meeting minutes of the Apr 23, 2021 meeting as written. (Capps/Kirk) MC

4. **Approval of the Agenda**

**Motion:** Move to approve the agenda of the Aug 4, 2021 meeting. (Pelham/Capps) MC

5. **Old Business**

a. **By-Laws Amendment - Chap 1, 3. E.  
Regarding a Small Claims Judgment against a player**

Chapter 1: Membership  
Section 3. Member in Good Standing  
E. Members in General

1<sup>st</sup> discussion of this By-Law proposal  
Proposal to amend By-Laws Chap 1, 3. E.  
Change to the verbiage to clarify that a membership may be put on hold due to a court judgement against a player that has left a debt at another club.

This policy will also be published in the AZ Region Policy Manual and reference the By-Laws.

**E. Members in General**

**In order to support financial responsibility of our junior and adult players,** the Arizona Region will honor any court decision, including Small Claims Court, rendered against any junior or adult member for **outstanding** financial obligations to any Arizona Region club or to the Arizona Region.

**If presented with a court judgement against a player from a club or team, the Arizona Region will place the delinquent member's membership on hold until such time as they have made reparations or reached a financial agreement with the club or team. The club will have (1) one year from the end of the season that the player participated with their club or team to file with the court and present judgement to the AZ Region. The Region Hold will be removed after (2) two**

**complete seasons regardless of a financial agreement being made between the two parties.**

**Motion:** Move to approve the clarification in the By-Laws to the Members in Good Standing section to reflect that a membership could be placed on Region Hold for a debt owed to a club if adjudicated in a court. A timeframe for the Region Hold is also included in the proposal. This financial policy will also be placed in the Policies Manual to be more visible. (Hudson/Capps) MC

**b. Team Registration Requirements**

As clubs look at playing in different organizations in our state, we need to specifically state the eligibility requirements for the teams that are looking to qualify for our bids in regards to teams that don't want to play in our tournament schedule.

Review Non-Participating Team Agreement – prepare to discuss or revise at the Retreat. Cindy Kirk will take this to the Jr Girls Committee for comment.

If teams want to register and not participate but want to host their own tournament and have us sanction the event.

If teams want to register and play in our NCQ they must compete in a minimum of 75% of the scheduled tournaments.

Harold to revise the Non-Participating Team Agreement and send out.

**c. Elections – Best Practices Amendment**

This year our junior girls Region Championships schedule changed from what we had been doing for years past and therefore affected the timeline of our elections. Our election process in the Best Practices Manual calls for the nomination forms to be sent out to every member, put in the newsletter and posted on our website on April 1<sup>st</sup> and the forms are to be returned by April 15. Our first Region Championship was scheduled for April 18 this season. This time frame would not be enough time to vet the potential candidates and get everything ready for the first round of Region Championship tournaments.

This year, we published the nomination form on the website only on Mar 16 and it was due back by April 7 – a week earlier than the Best Practices policy. At the time the nomination form was posted on the website, we were not aware of the ability to send out email messages to every person through our new MMS system. Our newsletter was also delayed to an April send instead of late February/early March.

Recommend we make the procedures more generic than a specific date – for example the nomination forms are sent out no later than X and be returned no later than 2 weeks prior to the first Region Championships tournament? This would be like our tryout dates – so we don't have specific dates that could change due to AIA schedules or the calendar.

Since we are still challenged to email members specific to a category, do we need to amend how we communicate the nomination period, offices to be elected and timeline?

Some of this proposal was put together in October, 2019 but it was never put forward to the meeting. Then COVID hit and it was never brought to the table. This is the red in the document.

This will also address holding elections when there is only one candidate for the position and the person is vetted as qualified.

## **Best Practices**

### **Chapter IX: Arizona Region Standing Procedures and Policies**

#### **Section 1: Procedure for the Election of Members of the Board of Directors**

##### **A. Nomination Process**

1. The Commissioner Emeritus will serve as the Chair of the Election Committee and may choose to add additional members as needed. **In the absence of a Commissioner Emeritus the Commissioner will appoint an Election Committee Chair who may choose to add additional members as needed.** No member of the Election Committee may participate as a candidate in the election while serving on the Committee.
2. The process for nomination and election of the Junior Division Coordinator can be found in Section 2 with the nomination and election of the Junior Committee members.
3. Each adult member of the Arizona Region of USA Volleyball **or the representative constituent group** shall be sent a form, published and distributed by **last Wed of March** of ~~every odd-numbered~~ **each** year, for the purpose of self-nomination.
4. Return of the completed and signed self-nomination form to the ~~Region-Office Election Chair~~ **Election Chair** by 4:00 pm on **second Wed of April** shall constitute the formal request for said member's name to be placed on the ballot as a nominee.
5. If the number of vacancies exceeds the number of nominees, the Commissioner shall appoint a nominating committee empowered to select at least one (1) nominee for each vacancy.
6. Nominations will close at four (4) pm on **the second Wed of April.**
7. The nominees for each position will be vetted by the Election Committee in regards to the qualification standards for the position and Good Standing before being placed on the ballot.
8. **In the event there is only one candidate for a position and the person is vetted as qualified by the Election Committee, the Board of Directors will accept the person by acclamation into the position. An election for that position will not be held.**
9. The elections for Board of Directors positions will be staggered electing no more than 2 positions in one year.
  - a. The first year of the stagger (2016) the Secretary/Treasurer will be elected for a 3-year term.
  - b. The second year of the stagger (2017) the Adult Division Coordinator and the Junior Division Coordinator will be elected for 3-year terms.
  - c. The third year of the stagger (2018) the Commissioner and the Officials' Division Coordinator will be elected for 3-year terms.
  - d. Elections will continue each year in the order established above.

**Motion:** Move to approve the revisions of the Best Practices regarding Elections as listed above. (Hudson/Pelham) MC

**d. 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.

There is a need to replace a couple of people on the Girls' Committee. Nicole Greene has moved out of state, AJ Malis has resigned.

Review filling a Vacancy for the Committees – replace if not participating

Jr Girls Committee meeting was held yesterday.

Couple of lists as to how it is organized.

Club size and by area in the state.

Metro small – replace Amy Strawn

Out of Metro X Large – replace AJ Malis

Metro medium – replace Natali Sobczak

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.

**e. 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

**f. 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.
- o We must have a strong person in the ODC position. They must make tough decisions and take criticism and not take it personally.
  - o 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.
  - o Is this restructure in the best interest of the Officials' Division and the AZ Region going forward?
  - o 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.

To the Steering Committee

## 6. New Business

### a. COVID Protocols for 2022 season

Masks optional

Allow full spectators

Require COVID Waiver and Release of Liability from participants

Starting in Sept 2021 this is the protocol. If things worsen, these protocols may tighten up as needed and required by local and state government.

### Pre & Post Match Protocol

Commissioners at the RVAA meeting approved that teams will no longer line up on the end line nor recognize the other team across the net with hand slaps or wave across the net. This was put forward to save time in tournaments. It not clear if USAV will use this new protocol.

After discussion, the AZ Region Board decided that our teams will line up on the end line and acknowledge the other team pre- and post-match as a part of sportsmanship that is an important part of the game.

Teams will continue to be required to bring their own supplies for their ref assignments at tournaments – pencils, erasers and whistles. No sharing of whistles unless it is a hand whistle.

### b. Codes of Conduct

With the legalization of recreational marijuana use in Arizona, our codes of conduct need to be revised. The use of cannabis products would include edibles.

Verbiage should be impaired or under the influence. Clubs need to have something in their contracts as well. The coaches and chaperones are around minors and should not be impaired.

The statements will be placed in the site director, coach, chaperone and all codes of contact and independent contractor agreement. This will also be a SafeSport violation.

**Motion:** Move to approve the verbiage of our codes of conduct to include the use or being under the influence of marijuana at any of our event venues. (Capps/Kirk) MC

### c. Executive Session

The AZ Region will reach out to Cox Communications to inquire about a separate wi-fi account for the Region office and for the general public in the facility.

**d. Contract Fees and Host Fees**

We have many facilities that we use now for our events. The facility hosts charge us by the hour instead of per team like we have paid to hosts for a while.

Plan ahead and charge \$40 per hour per court for now.

**Motion:** Move to change the host fees to a flat rate based on hourly charges/court instead of per team. (Hudson/Pelham) MC

**Motion:** Move to increase the host fees in our contracts to a basis of \$40/hour/court. (Hudson/Capps) MC

**e. Officials Pay Increase**

In order to be competitive in our pay of officials, the Officials Division has requested a pay increase of \$3 per match for all levels of official. In the proposal, the Officials Division is discussing the removal of the Regional I and Regional II designations and making it just a Regional rating.

**Motion:** Move to approve the official's pay increase of \$3 per match across all ratings. (Capps/Pelham) MC

**f. Club Commitment Term – JR Salima**

Our current policy reads that USAV and the AZ Region consider commitment to the club to be from the date of commitment to the last day of Jr National Championships.

Many club contracts don't specify that info in their contract. Athletes think they are done after Regionals if their team is not going to Nationals even though our policy is stated in the policy. This has brought up some challenges to club hopping.

If this is changed, we no longer have anything to hold the player to the club if they owe money. The club would have to take the player to Small Claims Court to recoup their loss. The player would be free to go to the other club and potentially leave a debt behind there as well.

JR has asked that we clarify when our season end is – even if the team is not going to Nationals.

End of Region Championships with a caveat that if their team has qualified or will be attending Nationals or if they have a balance due to the club, they are not released.

Florida Region and Southern Region go through Regional unless going to nationals. Not released until the end of the contract. In some regions, if your JNC event is in April, they are released in April.

We need to make the club directors aware that this needs to be in their contract. If they are uncertain as to when the team is going to be done, then put a very clear end date to the contract. You are bound to this club until the end of the contract.

Many are assuming it is through the end of Jr Nationals.

Emphasize to the club director to specify what the end of their season is in their contract. Hard to schedule something late and get everyone to be on board.

Club Commitment is through the end of the stated season in their contract.

More Discussion needed on this before the General Assembly

**g. Player Release Policy -  
Policies Manual  
Chapter V – Junior Division Policies**

**V. Player Release Policy**

The Arizona Region and USA Volleyball consider a player committed to a club from the date they sign a contract with the club and/or pay fees to the club with the intent of holding a position or joining the club until the last day of the Jr National Championships (JNC) regardless of whether they are playing in the JNC tournament or not. The player release process must be completed in order to protect the eligibility of the players and the integrity of the clubs and teams they represent.

A club representative from one club may not talk to a player from another club about leaving their current club until after the JNC tournaments are over. A club representative is defined as any member of a club that is speaking to another person about their club (players, coaches, parents, club directors, trainers, etc.) It does not matter what the reason for leaving the club is, the player must have a release from their current club before they can talk to another club about playing with them during the current season. Speaking to a player about joining their club for an end of season tournament before they have a release is a recruiting violation and both parties are subject to sanction.

This policy applies to all events, including tryouts for summer play, friendship tournaments and AAU tournaments, during the USAV sanctioned season **where the clubs are USAV registered clubs**. This does not apply to advertisement of camps and clinics through the handing out of summer camp/clinic flyers.

A player will not be released to a club from another Region or accepted from a club from another Region for the purpose of participating in the Junior National Championships. Exceptions will be considered on a case-by-case basis only and with consideration of the USAV eligibility rules and permanent relocation of the player the main factors.

A club that allows a player from another club to participate with them in practice or tournaments before they have a release from their current club is subject to sanction. A player that practices or participates with another club without a release from their club is subject to sanction.

A club is not obligated to release a player if a request is received, even if all fees are paid and the team is not going to play after the Region Championships. If a player is released to another club they may not be released to a third club or rejoin the first club in the same season.

What if the 2<sup>nd</sup> club is not a USAV registered club?

More discussion is needed on this topic

**h. 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. More info is needed from her on this.

#### **i. Fall General Assembly**

George Mulry of the Volleyball Hall of Fame wants to come to our General Assembly. He wants to help us build our own Hall of Fame. We pay his hotel, he will pay for his flight.

Phoenix Airport Hilton was available and scheduled for Sept 19<sup>th</sup>.

## **7. Officers' Reports**

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

#### **i. Information/News**

- The Arizona Region acknowledges and appreciates the work Ron did to help plan and execute a very successful HP Championship.
- An invitation was extended to a very qualified individual to serve as the Treasurer for the Region. The individual said they were impressed with the Region but couldn't take on one more responsibility. Two more possibilities exist and the next in line will be contacted.
- David Hines from the AIA called and requested help in locating one court for the State Championships. The AIA needs one court complete with net and barrels, like the systems used at USAV Championships.
- High praise for the Social Media folks in their efforts to keep the Region informed about the HP Championships. There was excellent teamwork and cooperation among all parties.

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

Pre-registration opened up in SportsEngine. Members should renew their membership, background screen and SafeSport prior to Sept 1<sup>st</sup> to avoid any delay in eligibility and to allow for seamless move of membership into the new season.

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

No Report

#### **iv. SafeSport Director – Cindy Kirk**

SafeSport focus for the 2022 season is Emotional Misconduct.

**b. Secretary – Becky Hudson**

**c. Treasurer**

**i. Treasurer’s Report:**

**July, 2021**

Income:			\$ 102,284.94
Expenses:			\$ 78,843.95
Balance in checking account as of 7/31/21	=	\$	68,604.45
Balance in High Yield Savings Account as of 7/31/21	=	\$	516,999.15
Balance in Development Grant Fund as of 7/31/21	=	\$	13,824.21

**ii. Marketing/PR Update**

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

No report

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

No report

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

No report

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

No report

**8. Committee Reports**

**a. Ethics and Compliance Committee – JR Salima**

No Report

**b. Budget Committee**

No Report

**9. Next Meeting:** September 7<sup>th</sup> – 2 pm

**10. Adjournment**

The meeting was adjourned at 5:55 pm

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

- Harold Cranswick to revise the Non-Participating Team Agreement and bring to next meeting.
- Cindy and Harold will meet and go through the list and create an email list of contacts for the representatives.
- By-Laws and Best Practices to be updated.
- Codes of Conduct to be updated with marijuana verbiage.