

**Arizona Region of USA Volleyball  
Board of Directors Meeting  
December 09, 2024  
Minutes**

1. **Call to Order** – The meeting was called to order at 2:pm by Harold Cranswick.

2. **Roll Call**

Commissioner -	Harold Cranswick
Secretary -	Stefany Pew
Treasurer -	Becky Hudson
Officials Division Coordinator -	Earl Capps
Adult Division Coordinator -	Ron Pelham
Junior Division Coordinator -	Cindy Kirk – Absent

Guests: None

3. **Approval of the Agenda**

**Motion:** Move to approve the Agenda as presented. (SP/EC) MC

4. **Approval of the Minutes**

**Motion:** Move to approve the Minutes of the August 20 meeting as amended.  
(BH / RP) MC

**Motion:** Move to approve the Minutes of the October 28 meeting as amended.  
(BH/RP) MC

5. **Old Business:**

a. **Region Budget**

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

Becky indicated she is still working on the proposed budget. A lot has changed since our last budget in 2020. Becky indicated she would prepare a fiscal year expenses and create a budget for the new season.

b. **Junior Division Survey**

1. It was proposed to have a survey sent to coaches/Club Directors for boys and girls on what went well this season and what didn't go well this season. The Board agreed that surveys should be sent out during the latter half of the Junior Girls' season to get feedback from Club Directors and coaches. The information would be used to determine what Junior topics could be discussed at the upcoming Retreat. People want to know

that their voices are being heard. Most comments are complimentary but a lot are also suggestions to help make things better/smoothen.

2. It was suggested to send the survey out early so the results could be tallied prior to the Retreat. Harold said he and Joaquin will work with Cindy to create and distribute a survey during the Girls' season.
3. Two rough drafts have been generated already. Cindy, Harold and Joaquin will work together to revise and/or refine a version to be ready in the spring.
4. Tentative date to distribute: April 1<sup>st</sup>?

**c. Officials' Division Survey**

1. It was also proposed to survey members of the Officials' Division to obtain feedback from this past season. The purpose would be to generate topics related to officials to be discussed at the Retreat. When would it be a good idea to survey officials prior to next year's Retreat?
2. The survey would be sent to the members in the Officials' Division who worked during the season with the intention to get information from officials who work directly with the teams/clubs and Site Directors throughout the season.
3. Who will work on the survey? Harold and Earl, Ron, and Stefany? Others?

**d. 10s Division**

For the 10s Division, the Junior Committee would like the players be able to step in one step to serve. There could also be a 10' line that would become the serving line. Serving line is 2 meters from the baseline.

Will have to mark the court with a line using painter's tape.

Ron to verify where the line should be.

Look at a Mixed/Coed Division for 10s.

**Motion:** Move to redefine the 10s Division as a Mixed/Coed Division.

**Rationale:** The creation of a Mixed/Coed Division would increase participation and allow any gender the opportunity to play at the lower next level.

To the Junior Girls Committee for a recommendation

**e. Playing Matches with 5 Players**

According to current USAV Rules, teams must start play with 6 players. If an injury occurs, the team can be allowed to play with 5 and a ghost server.

**Motion:** Move to allow a team to participate with only 5 players in the Arizona Juniors Division.

**Rationale:** Teams sometimes find themselves in a position where, through unfortunate circumstances, only have 5 players. Playing with 5 players would not give the team an advantage and, in fact, put them at a disadvantage. However, the team has already paid the contract fee and should not be prohibited from playing just because the sixth player got sick or was hurt during the day or couldn't get to the tournament for one reason or another. This modification would only apply to Open, Championship and Club Divisions in the Arizona Region.

This modification applies only to Junior Division Power tournaments. It does not include the qualifier. The team would need to establish a ghost player, who then loses the rally when the ghost goes back to serve. This allows teams to participate who have an injury or illness and only have 5 players left. The injured player cannot reenter or participate in that match. Utilize the exceptional sub rule.

**NOTE:** A number of other Regions have allowed this for quite some time with no problems.

Motion (SP/EC) MC

**f. Policy Manual Amendment**

**Motion:** Move to approve the following revisions to the Arizona Region Policy Manual:

- Pg 4 – Due Process – add numbers
- Pg 13 – Our AZ Region logo. May not be used to profit the club or an individual.
- Pg 17 – Team Ref assignments – in the case of a ref shortage the work team must provide a R1 – paid through the club.
- Pg 29 – Open House period  
Open House  
F. 9. 1<sup>st</sup> offense \$1000.  
2<sup>nd</sup> offense Sanctioned from participation in Region tournaments for a year, including the AZ NCQ. Sanctions are cumulative from year to year – not just per season.

**Rationale:** The Junior Girls' Committee recommended the changes to the Policy Manual to more accurately reflect changing conditions in the Region.

Motion to approve: (RP/EC) MC

**g. Budget Item – Officials**

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. The following types of swag will be included in the Budget for 2024-2025 season to be distributed to the Officials according to criteria established at a future meeting.

1. Jackets
2. Coins

Additional information for consideration:

1. Estimate of numbers \$100-\$150 per official
2. What should the criteria be for officials to receive their swag?
3. Order approximately 125 jackets

Ron is currently communicating with vendors to get estimates for jackets.  
Update from Earl and Ron

Ron's question is "Do we want to make it an incentive (as in yearly based) or is it a gift?" Criteria would need to be established for who gets a jacket.

Options:

- Everyone gets a region shirt they can wear when working in AZ
- Offer a starter kit and options to purchase a jacket?

**h. Budget Item – Employee Compensation**

The discussion on this item will be addressed in Executive Session.

Motion: Move to go into Executive Session (EC/SP) MC - Started at 3:04pm

Motion: Move to come out of Executive Session (HC/SP) MC – Ended at 3:32 pm

Commissioner will talk to each employee separately on decisions made during executive session.

**i. 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 discussed the idea of Strategic Planning with two different people/groups.

1. Cyndi Wood Associates - The consultant for the Badger and Carolina 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](http://www.cyndiwoodassociates.com)

Does the Board want Cyndi Wood to make a presentation to the Board?

2. Arizona State University Sports and Business Lab –  
A preliminary draft of several documents have been written and shared with the appropriate Board members. A final version of the documents is intended to be shared with ASU S&B Lab before the spring semester begins.

Harold has a rough draft written up. Going to send it to every board member and give feedback for him. Have Cindi present her ideas.

**j. Request for the Junior Division to prioritize officiating assignments**

**Motion:** Move to approve the document presented by the Junior Division that clearly articulates the desires of the Junior Division with regard to the prioritization of assigning officials in the Open, Championship and Club Divisions

**Rationale:** The Board asked the Junior Division Coordinator to reach out to the Junior Division Club Directors and ask them to clearly define how they would like to officials to be assigned. In particular, the Officials Division is very willing to accommodate the wishes of the Junior Division but the Officials need to know the priorities the Junior Division wants the Officials Assignor to follow when assigning officials.

Over the past few seasons, the Officials Assignor has had no guidelines to assign officials each weekend. Without guidelines, the Officials Assignor did the best they could but there was no way for coaches and Club Directors to anticipate which courts would not have officials so coaches were often surprised when arriving at a tournament to learn that they had to officiate. To make sure that officials are assigned according to the desires of the Junior Division, the Board is asking the Junior Division to establish some criteria to assist the Officials Assignor in doing their job.

For example, when the 16 Club Division is playing, would the Juniors/Club Directors prefer to have the Officials Assignor assign officials to the top 4 Divisions and then use the rest of the available officials as facilitators at the remaining sites? When multiple ages are scheduled for the same weekend, which Divisions would the Juniors/Club Directors want officials on every court in each Division or would the Juniors prefer to have only a few courts with officials and the rest of the officials serve as facilitators?

By clearly defining their priorities throughout the Open, Championship and Club Divisions, both coaches and officials will know, in advance, which courts will and will not have officials on them. In addition, the Board requested that these priorities be made known to the Club Directors at the Fall General Assembly so clubs can plan accordingly.

1. Speaking as an official, Ron was confident that Officials' Assignor will do whatever they can for each Division. The Junior Division just needs to tell the Officials' Division what to prioritize for Open, Championship and Club Divisions so the Officials' Assignor knows where to assign officials.
2. Cindy indicated that she would make this an agenda topic for the next Junior Committee meeting she has. She wants to have a response to give to Earl before the Fall General Assembly so it can be shared at the FGA with Club Directors.

What did the Junior Committee recommend?

**k. 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.

Tabled to next meeting

**l. 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.

Tabled to next meeting

**6. New Business**

**a. Constitution Change – Board Titles – 2nd review**

**Article VI: Regional Organization**

**Section 1. Board of Directors**

**Part C. Qualifications/Eligibility for Office**

**Motion:** Move to approve a change in the following titles:

VI.1.C.5: Change Officials' Division Coordinator to Officials' Division Representative

VI.1.C.6: Change Adult Division Coordinator to Adult Division Representative

VI.1.C.7: Change Junior Division Coordinator to Junior Division Representative

In addition, make these same changes throughout all of the Governing Documents of the Arizona Region of USA Volleyball including the Constitution, By-Laws, Policies Manual and Best Practices Manual.

**Rationale:** With the approval of the change from a Working Board to a Policy Board, the responsibilities of the aforementioned Board members have changed so they are now serving as Representatives rather than coordinators/managers of Divisions.

Motion (HC/RP) MC

Changing titles from Coordinators to Representatives

**b. Constitution Change – Assets in the event of Region Dissolution**

**Article IX: Finance**

**Section 8. Provision of Dissolution**

**Motion:** Move to approve a change in the current language to the new language:

CURRENT LANGUAGE: “Assets of the Arizona Region will remain with the Arizona Region in the event of the dissolution of the Arizona Region organization. Any and all funds in this account will be used to reestablish volleyball in the State of Arizona, and to form a new Regional Volleyball Association.”

NEW LANGUAGE: “Upon dissolution or termination of the Corporation, the Arizona Region Board of Directors shall, after paying or making provision for payment of all of the liabilities of the Corporation, dispose of all remaining assets of the Corporation by conveying its rights to said assets to one or more organizations, as determined by the Arizona Region Board of Directors, for use in the same geographical area as the Corporation, for continued development of volleyball activity, provided that such organization continues to be dedicated to the exempt purposes as specified under Section 501(c) (3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.” (HC / RP) MC

**Rationale:** Monies that belong to the Region will no longer revert to the National Organization if the organization dissolves. They are to be put toward the creation of a new organization to support continued development of volleyball activity in the Arizona Region.

**c. Survey Regarding Possible Constitution Change – Modification or Elimination of Committees**

**Article VI: Regional Organization**

**Section 2. Officials’ Division Steering and Action Committees**

Harold will create a survey to be sent to Earl, Ron and Stefany for review and approval. The survey will then be distributed to all members of the Officials' Division for their response to the elimination of 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?

**d. Survey Regarding Possible Constitution Change – Modification or Elimination of Committees – 1<sup>st</sup> Review**

**Article VI: Regional Organization**

**Section 3. Junior Division Committees and Junior Forum**

**Motion:** Move to approve the creation and distribution of a survey to all Junior Club Directors to collect their responses to the elimination of 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?

**e. By-Laws Change – Board Duties – 1<sup>st</sup> Review**

**Chapter II: Board of Directors**

**Section 4. Duties**

**Part E. The Officials' Division**

**Part F. The Adult Division**

**Part G. The Junior Division**

**Motion:** Move to approve the deletion of the term “operational activities” listed under the Officials', Adult, and Junior Divisions.

**Rationale:** With the approval of the change from a Working Board to a Policy Board, all operational duties and responsibilities of the aforementioned Board members have moved to Arizona Region staff.

**f. By-Laws Change – Committees Under The Officials’ Division – 1st Review**

**Chapter II: Board of Directors**

**Section 4. Duties**

**Part E. The Officials’ Division**

**Motion:** Move to delete Part E.2.a. from the Administrative Duties of Officials’ Division Representative.

**Motion:** Move to delete Part E.2.b. from the Administrative Duties of Officials’ Division Representative.

**Motion:** Move to delete Part E.4.a. from the Administrative Duties of Officials’ Division Representative.

**Motion:** Move to delete Part E.4.b. from the Administrative Duties of Officials’ Division Representative.

**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.

**g. By-Laws Change – Committees Under The Adult Division – 1<sup>st</sup> Review**

**Chapter II: Board of Directors**

**Section 4. Duties**

**Part F. The Adult Division**

**Motion:** Move to delete Part F.2.a. from the Administrative Duties of Adult Division Representative.

**Motion:** Move to delete Part F.2.b. from the Administrative Duties of Adult Division Representative.

**Motion:** Move to delete Part E.4.a. from the Administrative Duties of Adult Division Representative.

**Motion:** Move to delete Part E.4.b. from the Administrative Duties of Officials’ Division Representative.

**Rationale:** All operational duties of Board members have been reassigned to the Region staff.

**h. By-Laws Change – Committees Under The Junior Division – 1<sup>st</sup> Review**  
**Chapter II: Board of Directors**  
**Section 4. Duties**  
**Part G. The Junior Division**

**Motion:** Move to delete Part G.2.a. from the Administrative Duties of Junior Division Representative.

**Rationale:** All operational duties of Board members have been reassigned to the Region staff.

**i. By-Laws Change – Reassignment of Staff – 1<sup>st</sup> Review**  
**Chapter III: Divisions**  
**Section 4. Staff**  
**Part D. Officials' Division**

**Motion:** Move to approve the reassignment of D.1., D.2., D.3., D.4., and D.5. under ??

**Rationale:** All operational duties of Board members have been reassigned to the Region staff.

**j. By-Laws Change – Reassignment of Staff - 1<sup>st</sup> Review**  
**Chapter III: Divisions**  
**Section 4. Staff**  
**Part E. Adult Division**

**Motion:** Move to approve the reassignment of E.3. under ??

**Rationale:** All operational duties of Board members have been reassigned to the Region staff.

**k. By-Laws Change – Reassignment of Staff – 1<sup>st</sup> Review**  
**Chapter III: Divisions**  
**Section 4. Staff**  
**Part F. Junior Division**

**Motion:** Move to approve the deletion of F.1. and F.2. Part F.2.a shall remain.

**Rationale:** All operational duties of Board members have been reassigned to the Region staff.

**I. Transgender Issue in Junior Girls**

**Motion:** Move to approve the creation and distribution of a survey for the Junior Club Directors to determine how they think the Region should proceed with the transgender athlete issue in the Girls' Division. The survey would only be distributed after the Region knows it has the legal authority to make such a decision. (\_\_\_\_ / \_\_\_\_)

**Rationale:** The Region and Club Directors are receiving more and more inquiries regarding the ability of a transgender child to participate in junior girls' volleyball. To date, there is no clear direction provided by USA Volleyball or the state. The Region has asked for legal clarification on the issue to see if the Region has the authority to set guidelines.

Harold to contact Scott Santerre regarding the language we can use in a policy.

**7. Next Meeting –**

Harold will reach out to the Board members to find the best day and time.

**8. Officers' Reports**

**Commissioner Report**

1. The pending lawsuit has not been resolved as yet. The lawyer for the Arizona Region is continuing to communicate with me but the time lags are occurring with the other party. The Board will soon be asked to consider approving a proposed settlement.
2. I had an opportunity to speak with Rachael Stafford about a question regarding how Regions handle a request for membership. Simply put, the response did not reveal a clear "black and white" answer.
3. After a few phone calls, I was able to discuss several important Human Resources issues with Bernie MacLean, Chief of People and Culture, at the USA Volleyball National Office. Her advice will help the Board with the Employee Compensation conversation.
4. The issue of transgender policies in different Regions was discussed during another phone call with Bernie MacLean. After speaking with Bernie, I wrote to the Arizona Region attorney for clarification of Arizona statutes. Once I

receive a response from the Arizona Region attorney, Bernie suggested that I also contact Rachael Stafford, legal counsel for USA Volleyball.

5. The meeting with the two people who run the ASU Sports and Business Lab went very well. They asked a lot of questions and additional information about the Region and the issues that were presented. The next step is for them to review the documents with their student interns and decide which issues they would like to address.
6. Ron, Eric and I have been working to create a survey to gather more information with respect to the idea of a new additional Adult Division. The survey is ready for one last review before distributing it.
7. I am still attempting to speak with the USA Volleyball attorney with respect to the questions I raised about the Arbitrator system at NCQs.

### **Region Office Information – Becky Hudson**

No report provided before the Agenda was distributed.

### **Region Outreach Director and Coach Developer – Eric Hodgson**

#### Outreach Director

1. Some schools have started calling for Region Outreach to go out and do PE classes for their schools. Most of the schools calling are public, low-income area schools. The schedule is being put together as we speak.

#### Coach Developer

1. Coaching clinics for SVA and Altitude (Flagstaff) this month.
2. Have offered one on one mentoring, zoom calls, coffee meet ups, etc. in order to break down the regimen of typical indoor clinics. To date, no one has opted in but we will work with Jen Barber and get information out the coaches in the coming month about the opportunities.
3. We are working on a PGS presentation we can offer to clubs to host on their own time as they see fit. There is concern it may dilute the message if delivered poorly but the message is too important to hold onto. (Thanks Steve Hammond for the idea and rationale). Hoping to have the presentation completed before Dec. 10 to send out to clubs upon their request.
4. Only one PGS clinic scheduled for a club so far this season.

### **SafeSport Director – Cindy Kirk**

No report provided before the Agenda was distributed.

**Secretary – Stefany Pew**

No report provided before the Agenda was distributed.

**Treasurer – Becky Hudson**

Treasurer’s Report: November 30, 2024

Income: \$ 254,743.53

Expenses: \$ 90,706.17

Balance in checking account as of 11/30/24 = \$ 138,254.32

Balance in Platinum Savings Account as of 11/30/24 = \$ 778,290.19

Balance in Development Grant Fund as of 11/30/24 = \$ 17,507.50

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

Jen is continuing to deliver fast turnarounds and very positive information posts on various social media for the Region.

**Officials Division Representative – Earl Capps**

No report provided before the Agenda was distributed.

**Adult Division Representative – Ron Pelham**

No report provided before the Agenda was distributed.

**Junior Division Representative – Cindy Kirk**

1. A Junior Girls’ Committee meeting was held on December 8, 2024.
2. Seeding committee dates

**High Performance Director – Ron Pelham**

No report provided before the Agenda was distributed.

**9. Committee Reports**

- a. Ethics and Compliance Committee – JR Salima

The Commissioner and the ECO continue to work with a local attorney to resolve a pending lawsuit filed by an Arizona Region Club Director. The Club Director has hired an attorney in reaction to a sanction imposed on the Club Director.

**10. Announcements**

**11. Adjournment of the Meeting** – The meeting was adjourned at 4:30 pm.

**Action Items as a result of today's meeting**

- Harold, Cindy and Joaquin to draft a survey for Jr Club Directors
- Harold, Earl, Ron and Stefany to draft a survey for officials
- Items to the Jr Girls Forum for recommendations
  - Definition of the 10s division – coed/mixed division, serving line, etc
  - Prioritizing officials' assignments for tournaments
- Officials swag to be researched
- Harold to reach out to Scott Santerre regarding