

**Arizona Region of USA Volleyball
Board of Directors Meeting
July 13, 2025
Minutes**

1. **Call to Order** – The meeting was called to order at 1:05 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. (Capps / Kirk) MC

4. **Approval of the Minutes**

Motion: Move to approve the Minutes of the April 27, 2025 meeting as amended (Kirk / Capps) MC

5. **Old Business:**

a. **Region Budget**

Motion: Move to approve the budget for the 2024-2025 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.

Double the Starlings Credit amount for underrepresented teams.
For 2026 season, an application process for the Starlings credit to be created.

Motion tabled.

Cindy wants to have a budget for SafeSport to reward those she sees doing good at tournaments. Board members agreed to submit their budget requests to Harold in advance of the next Board meeting. The Budget will be voted on at the next Board meeting in September.

b. 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 the serving line.

NOTE: 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.

The staff is still waiting for guidelines from the Junior Division but, in the meantime, they provided direction to the Site Directors.

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.

To reduce the cost and the overwhelming experience for the 10s these are some options to offer this division:

- To rotate the tournament between facilities of the clubs that offer 10s. There would be no host fees for any tournament because the clubs that offer 10s would pay for the gym when they are hosting.
- Rent a facility that does not have parking fees or gate fees for the 10s.

This is our opportunity to sell our sport to the youth.

c. 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. Swag will be included in the Budget for 2025-2026 season to be distributed to the Officials according to criteria established at a future meeting.

Harold and Becky drafted a document listing the criteria for officials to earn and/or receive swag.

The Officials Division Committee will review and make recommendations before the next Board meeting. Because officials' swag impacts the Budget, the Officials' Division needs to provide budget numbers prior to the September Board meeting.

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 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

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 if the Lab is still interested in working with the Region.

No one from the Arizona State University Sports and Business Lab has responded so involvement with them has been postponed indefinitely. Instead, Harold has had an initial conversation with Cyndi Woods Associate. Ms. Woods 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. Woods wants to meet with the Board to share the plans and to see if the Board wants to proceed.

e. Request for the Junior Division to prioritize officiating assignments

Motion: Move to approve a written document developed by the Junior Division that clearly articulates the desires of the Junior Division with regard to the prioritization of assigning officials for 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 Club Directors 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. This idea was briefly discussed at the Junior Girls Forum held in May. Attendees agreed with the concept but no specific recommendation was forthcoming. As with the rest of the topics discussed at the Forum, a question was developed and included in the Junior Girls' Forum Survey that was sent to all Junior Club directors after the Forum concluded. The results of the survey question will be shared with Club Directors and officials at the Fall General Assembly.

**Anyone that wants to go through the USAV Academy can take the officials training online for free through their SE account.

Harold will create a rough draft of a document to send to share with Cindy and the Junior Girls Forum.

Kailee and the official's department have this under control. Harold suggested it would be wise to share this information with the other officials. Ready to take this portion off the agenda.

f. 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 selected at the Retreat. The vote on this will be taken at the next Board meeting.

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

g. 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.

h. 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 are available.

i. 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 are available.

j. By-Laws Change – Committees Under The Adult Division
Chapter II: Board of Directors
Section 4. Duties
Part F. The Adult Division

J-N : The change from a Working Board to a Policy Board has already been introduced and approved by the Board. Changes in the list of duties for each Board member have been provided at previous Board meetings. Just need to vote on them.

Motion: Because there were no additional changes and/or objections, a motion was made to vote on all By-Law changes (Agenda items Old Business sections j through n) in a single collective vote.
(Pelham / Capps) MC

All approved to move all operational tasks from Board members to the staff including Adult Division, Junior Division and Officials' 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.

k. By-Laws Change – Committees Under The Junior Division 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.

l. By-Laws Change – Reassignment of Staff
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. to a staff member.

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

m. By-Laws Change – Reassignment of Staff

Chapter III: Divisions

Section 4. Staff

Part E. Adult Division

Motion: Move to approve the reassignment of E.3. to a staff member.

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

n. By-Laws Change – Reassignment of Staff

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 (Seeding Committee) shall remain.

Rationale: All operational duties of Board members have been reassigned to the Region staff. Seeding of the first tournaments will remain for the Juniors to do.

o. Revision of Arizona Region Policies Manual - Transgender Issue in Junior Girls

Motion: Move to approve the revision of the Arizona Region Policies Manual, Chapter V. Junior Division Policies, Part O. Junior Player Eligibility.

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 the authority to set guidelines to resolve this issue and it appears that the vast majority of parents, coaches and club directors want to prohibit anyone other than "girls at birth" from participating in Junior Girls' Events.

Because of recent events at both the Federal and State level, the transgender issue has changed somewhat. One consideration for the Board might be to follow the lead of the Wisconsin Interscholastic Athletic Association utilizing the following definitions and policies (paraphrased in places):

For an athlete designated male at birth:

In Competition: An athlete whose Sex Assigned at Birth is male may not compete in the Arizona Region Junior Girls' Division.

In Practice: An athlete whose Sex Assigned at Birth is male may practice with a team in the Junior Girls' Division with their Gender Identity and receive all other benefits applicable to athletes who are otherwise eligible for practice.

For an athlete designated female at birth:

In Competition: An athlete whose Sex Assigned at Birth is female who has begun hormone therapy (e.g. testosterone) may not compete in the Arizona Region Junior Girls' Division.

In Practice: An athlete whose Sex Assigned at Birth is female who has begun hormone therapy may continue to practice with a team in the Junior Girls' Division with their Gender Identity and receive all other benefits applicable to athletes who are otherwise eligible for practice.

Harold consulted with the attorney. The response indicates there is nothing clear cut on this issue at this time.

The issue has been referred to the Junior Forum and the Retreat. To be discussed: (1) the language above and (2) the possibility of the Region creating a new Mixed/Coed Division for Juniors.

Changes at the Federal level have made this topic a moot issue and will be dropped from consideration.

Discussions at the Junior Forum and the Retreat have generated a different path going for the Region with the mixed 10's. People at the Junior Forum were all in agreement that the mixed recreational league works. By allowing boys and girls to play together at this younger age level, the Region will have provided an outlet now for everyone to play and to help "Grow the Game" for both boys and girls.

p. Officials – Referee and Scorekeeping Training

There have been a number of complaints over the past few years concerning referee and scorekeeping training. To make life easier for everyone concerned, the Region might want to discuss ways to improve the training so the Lead Officials, the Facilitators and the Site Directors can focus on their jobs rather than dealing with complaints. Ideas were shared to help the coaches who work with their players.

This item was also included in the Survey sent to Club Directors. Results are available and indicate that both Club Directors and Officials see value in making some adjustments that will benefit everyone. Official's Division has this under control and is making necessary changes to make things better for everyone.

q. 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.

Capps has a document that he will send out. Lead versus Facilitator.

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.

r. 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 Part 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).

s. Revision of Arizona Region Constitution

Motion: Move to approve the revision of the Arizona Region Constitution, Article V: Membership in the Arizona Region. (Pelham / Capps) MC

Rationale: Membership in the Arizona Region, as is the case with USA Volleyball, is a privilege and not a right. In some instances, it is in the best interest of the Region and its members to deny membership to an individual or individuals. Those instances are explained in the newly revised version of Article V of the Constitution.

Extremely bad behavior has occurred more frequently across junior sports and this appears to be a growing concern across USA Volleyball as well. An investigation with two other Regions indicated that similar changes are either in effect or soon to be approved. It was also learned that denial of membership based on repeated violations of Region and USA Volleyball Codes of Conduct does not constitute 'discrimination' if the individual has received Due Process according to Region Governing Documents.

As a designated Region in USA Volleyball, the Region has the right to deny a membership application.

t. Revision of Arizona Region Policies Manual

Motion: Because there were no additional changes and/or objections, a motion was made to vote on all Policies Manual changes (Agenda items Old Business sections t through u) in a single collective vote. (Capps / Pelham) MC

Motion: Move to approve the revision of Chapter I: Disciplinary Action and Appeals of the Arizona Region Policies Manual.

Rationale: It has been reported that Our Due Process procedure has a lot of redundancies and statements that are no longer applicable with SportsEngine or what we have been doing. Becky revised the procedure and removed 2 pages in length.

u. Revision of Arizona Region Policies Manual

Motion: Move to approve the revision of Chapter II: Region Related Policies, Part A. Refund Policy of the Arizona Region Policies Manual.

Rationale: Recent events during the season as well as the AZ NCQ have made it necessary to revise the Policies Manual in order to give specific direction to the Bookkeeper going forward.

v. Arizona Region National Club Qualifier Manual

Motion: Move to approve the AZ NCQ Bid Tournament Manual.

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 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.

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

Motion: Move to approve the Region re-establishing the Vulture Peak Tournament as separate and distinct from the AZ NCQ Tournament.

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 separates 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.

x. 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 will reach out to Starlings to see what they have as their policy that qualifies a team to be under the Starlings umbrella.

6. New Business

a. Region and USAV Membership Fee

Motion: Move to increase the individual membership fee in the Arizona Region by \$10. (Pelham / Capps)

Rationale: USA Volleyball is dealing with increasing costs for a variety of reasons and, as such, is raising membership fees. Although it is anticipated that USA Volleyball will most likely raise fees again the future, the Region is raising fees by \$10 with the idea that the Region will not raise fees again until it is absolutely necessary.

7. Next Meeting – September 21st after the General Assembly

8. Officers' Reports

Commissioner Report

1. A number of individuals expressed an interest in the Bookkeeper position.
2. The new CEO and the National Office are moving quickly. Plans for the future include working together with various groups and expanding USA Volleyball offerings.
3. The annual RVA Meetings will begin on Monday May 18.

Region Office Information – Andrew or Lisa Naughton

Region Outreach Director and Coach Developer – Eric Hodgson

SafeSport Director – Cindy Kirk

Secretary – Stefany Pew

Treasurer – Andrew

a. Treasurer's Report:

June 30, 2025

Income:			\$ 547,342.21
Expenses:			\$ 100,324.87
Balance in checking account as of	5/30/25	=	\$ 581,210.91
Balance in Platinum Savings Account as of	5/30/25	=	\$ 1,028,364.86
Balance in Development Grant Fund as of	5/30/25	=	\$17,507.80

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

Officials Division Coordinator – Earl Capps

Adult Division Coordinator – Ron Pelham

Junior Division Coordinator – Cindy Kirk

High Performance – Ron Pelham

9. Committee Reports

a. Ethics and Compliance Committee – JR Salima

10. Announcements

National Meeting Attendees – May 18 – 22, 2025 in Denver, CO

- Harold Cranswick – SafeSport, RVAA
- Cindy Kirk – SafeSport, JA
- Ron Pelham – SafeSport, JA, Officials
- Earl Capps or another representative – Officials
- Lisa Naughton – RVAA or JA

11. Adjournment of the Meeting – The meeting was adjourned at **2:36 pm**.

Action Items as a result of today's meeting

- Referred to the Junior Girls Forum – ask for recommendations regarding:
 - 10s – Change from girls only to mixed to increase participation
 - 12 Club – How to improve the quality of officiating by coaches – online zoom trainings and more emphasis in the score/ref clinics for R1 coaches
 - Girls score/ref training – New clinicians/fresh faces, Stefany booking MCC and other facilities with gyms to give more effective on-court training
 - A written document prioritizing officials' assignments by Division
 - **Request Region Championship format input regarding those teams below the top 36**
 - AZ NCQ Manual – last chance for input before formal approval
 - AZ NCQ Tournament and Select (Vulture Peak Tournament) will now be held as separate tournaments at different venues. Joaquin working to find a location for the “Vulture Peak Tournament” – possibly in Flagstaff
- Creation of an application process for those clubs who want Starlings status.
- Capps to send out a document outlining the differences between a Lead Official and a Facilitator