

**Arizona Region
Board of Directors Meeting
November 15, 2021
Meeting Minutes**

1. **Call to Order** – The meeting was called to order at 10:03 am by Harold Cranswick

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 - Absent

Guest: Outreach Director, Eric Hodgson

3. **Approval of Meeting Minutes**

Motion: Move to approve the meeting minutes of the Aug 4, 2021 meeting as amended. (Capps/Pelham) MC

4. **Approval of the Agenda**

Motion: Move to approve the agenda of the Nov 15, 2021 meeting. (Capps/Pelham) MC
Junior issues will be tabled to the Spring Forum for discussion. Old Business a, b, g

5. **Old Business**

a. **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.

Tabled to the Spring Forum

b. 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 to the Spring Forum

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

d. Facility Public WiFi

Earl Capps reached out to Cox Communications on our behalf to see what it would take for us to run a public wifi in the AZ Region building and the costs. This is the proposal from Cox.

Managed WiFi:

- Provide up to 36K sq. ft. of WiFi coverage including up to 12K sq. ft. outdoors
- Connect up to WiFi 250 users
- Free customers from the hassle of running ethernet cable everywhere
- Enable BYOD (Bring Your Own Device)

Approved 1/21/22

- Establish separate Private and Guest WiFi networks with a PCI (Payment Card Industry) compliant design
- Allow customers to create a branded splash page that can be used to market special offers or events to your guests
- Provide basic firewall
- Cloud based control
- Testing is done during and after setting up to ensure managed wifi is working
- provided with information on how to get support for troubleshooting as well as educational resources

Managed Wifi with 300Mb bandwidth is \$558.99 per month
\$750 installation
2 or 3 year agreement

Managed Wifi with 500Mb bandwidth is \$678.99 per month
\$750 installation
2 or 3 year agreement

Managed Wifi with 1Gig bandwidth is \$818.99 per month
\$750 installation
2 or 3 year agreement

No reason to offer BallerTV without high bandwidth in the buildings. Currently the total bandwidth to the building is 50Mb. We can still separate our own lines out into the building. Earl will speak to the Cox rep about our own phone and internet lines.

Motion: Move to allow Earl to set up a separate phone, internet service and wifi for the Region office and the training room not to exceed \$700 per month. (Pelham/Capps) MC

e. 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.

Nothing was change or confirmed for our documents. We did emphasize at the General Assembly to make sure they put the end of season in their contract.

Ron Pelham indicated that the 18s are where the issues fall. The Junior Committee needs to discuss this and let us know how they want our documents written. If there are 16s playing on an 18s and don't qualify are they done? If playing on an 18s team, they are held to the 18s standard. The Jr Nationals statement should indicate that 18s are held through 18s JNC.

The AZ Region interprets the term "Through Jr Nationals" to mean the Jr Nationals Championships event as associated with that particular team - not the individuals on the team. Junior Clubs can phrase the end dates they need in their contract.

Motion: Move to approve and publish the interpretation of the end of the season term "Through Junior Nationals" to mean the Junior Nationals Championships event as associated with that particular team - not the individuals on the team.

This will remain in effect until the Junior Girls Committee amends or approves of the terminology and any amendments are approved by the Board.

(Pelham/Hudson). MC

f. **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 2nd club is not a USAV registered club?

Use Jen Barber to educate the parents and the players through Social Media that they need to read the contract with their club before talking to another club to play in tournaments beyond the Region Championships.

Motion: Move to amend the Player Release Policy 3rd paragraph to read “This policy applies to all events, including tryouts for summer play, friendship tournaments and AAU tournaments, during the USAV sanctioned season **where the athletes and/or coaches are USAV registered members**. This does not apply to advertisement of camps and clinics through the handing out of summer camp/clinic flyers. (Hudson/Pelham) MC

**g. 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 before this was addressed. More info is needed from her on this.

Tabled to the Spring Forum

6. New Business

a. Retreat Scheduled

The Retreat has been booked again at the Lake of the Woods Resort. There has been some push back on holding a retreat out of the Valley or for a weekend. A decision needs to be made one way or the other. The cabins are reserved July 7-11. The Retreat dates are July 8-10. Lake of the Woods Resort did carry over our deposit from last year to this season.

Pre-Meetings could be held prior to the Retreat to get input on issues prior to the Retreat. Potential pre-meetings could be held the week of June 13 to meet and deal with items. Get some very specific topics to deal with for the retreat.

Put on website or social media a survey to get some concerns or topics from parents.

Decision to be made at the next board meeting.

b. Coaches Education

Since USAV is getting rid of CAP and IMPACT we will need to decide what we want to do for our coaches, if anything. Right now, our coaching education requirement is to take IMPACT every 3 years. Nothing else satisfies the coaching education requirement except for taking IMPACT every 3 years.

Do we value the education of our coaches to continue a requirement to renew every 3 years? What does this Board want to see for this? We need to get this planned so that we can let our coaches know before the end of the season what, if any, the new requirement will be and how to meet that requirement.

Discussion on Friday brought up that there should be some basic beginning coaching info taught to beginner coaches beside liability items. Examples of topics could include: time management of teams (make sure their players get food, ref assignments), tournament behavior for the team and the parents, teach their teams to watch better teams play to learn their position, teach the coaches and their teams to scout opponents and look for tendencies to convey to their team, etc. How to deal with parents. Beginning coaches may not understand these things if they were not taught themselves. Now that teams can stay inside, it is better for them to be watching the other matches and learning that way than sitting outside by the campfire on their phones.

Eric Hodgson noted that we are not getting a lot of direction from USAV. We will do our own thing for coaching education. There is an Education Weekend scheduled in December. Another one will be scheduled for May – after the season is over. Eric plans to hold one Sunday a month to present a webinar or training session. He is programming for clinics that will be done here. Non-technical skills. Doing PE classes at schools.

Carlos Moreno reached out to Eric to present at the Coaches Education weekend. Eric is set for presenters for this session. Possibly something in May.

IMPACT is going away. Next year there will be required modules every year to take through SportsEngine. USAV is establishing a national faculty to offer educational training in a CAP format. The instructors will go around and teach courses in different areas. The presentation was not well received by the Education Committee. A coach will not be able to be put on a roster unless modules have been completed.

Want to get a group of about 20-25 18-year old players to come Friday night of the Education weekend to learn about coaching from John Kessel and others.

Dec 28 – Desert Freeze. Beach officials are needed.

Ryan Mariano wants help from the governing body for beach – because the beach programming is lawless right now.

c. PowerPoint ideas

A survey of various topics was sent to every Board and Staff member to consider before this meeting.

Harold indicated that the PowerPoint was not really a survey. It was to get some interest going in different areas. Harold received some interesting ideas from different people.

Jen Barber should be included in the Retreat. She has a parent perspective and some very good ideas.

d. Refund Policy Amendment

**Arizona Region Policies Manual
CHAPTER II – REGION RELATED POLICIES**

The policy was amended to remove the Webpoint registration system reference. The specific types of membership refunds were more clearly defined.

Revised Policy

A. Refund Policy

1. Membership Fee Refund

The adoption of SportsEngine as the USAV Member Management System, brings a change to the way the membership and background screen fees are paid and collected. The membership fee is broken into 2 pieces – an Arizona Region portion and a USAV portion. Both portions are now paid directly to the appropriate entity during the purchase process. The background screen fees are paid directly to the background screen vendor. Therefore, the refund process is much more complicated than in the past.

If a refund for membership fees is needed, contact the AZ Region office to initiate both parts of the refund.

For memberships that were purchased and used for more than just tryouts, there may be a partial refund depending on the use of the membership. Background screen fees are not refundable.

With the given above, the Arizona Region will refund a membership fee only as stated below:

- a. A full refund will be issued for a membership that was purchased, not used and the request for refund is received less than 2 months from the date of purchase. A full refund will be issued for those purchased a membership, attended tryouts and did not make a team and requested a refund within 2 months of the date of purchase.
- b. A partial refund will be issued for a membership that was purchased, the player began to attend practices and/or attended a camp, clinic or tournament and the request for refund is received within 2 months of purchase.
- c. No refund will be issued for a membership that was purchased and the request for refund is received 2 months or more after the date of purchase.
- d. Memberships purchased are not refundable once the membership has expired.
- e. Membership fees paid in one season cannot be rolled over to the new season.
- f. Background screens are non-refundable once the background screen has been initiated or completed.

2. Camp, Clinic, Tryout or Program Refund from an Event the AZ Region is hosting.

- a. A full refund will be issued for withdrawal from a camp, clinic, league, program or tryout if requested before the event takes place.
- b. No refund will be given if the request is received after the event starts.
- c. No refund will be given for an unsatisfactory experience.

Motion: Move to approve the Refund Policy as presented. (Pelham/Hudson) MC

e. Transgender Policy

Attachments – AIA Transgender Policy & USAV Gender Guidelines

Our policy should be the USAV policy.

US Rugby spent a lot of time and energy developing a Transgender policy. It was a no-win situation for anyone in US Rugby. We should use what USAV does.

The bigger issue will be with the complaints that will come from parents.

This policy will be put under Membership in the Policies Manual.

f. Social Media Guidelines

Based on the request to promote the Special Olympics fundraiser, what guidelines should we have in place for future requests.

We have stated that we want to be the ultimate source of volleyball in Arizona. How do we vet the events?

What questions do we want to ask?

Credible organization that is not a competitor.

We will not promote events of competing organizations

We may promote if the organization has a relationship with USAV

We will promote events for anything that we financially support

Bring more to next meeting

g. AZ Region Website Advertising Policy

Based on the request to advertise on our website, perhaps we should develop guidelines here as well. Perhaps Jen can help us as well.

What is the youngest person that will be on our website? Anything that is illegal for that person, should not be allowed to advertise on our website or be promoted. Things directed to adults should not be there for minors to see.

h. Inflation adjusted pay increase

Based on the inflation that has taken place over the last 4 years, I would like to propose that the Region needs to adjust pay for the Staff. Since inflation increased by a little less than 13%, I am proposing a 10% base pay increase.

Motion: Move to approve an increase in the staff base pay by 10% starting Jan 1, 2022. (Pelham/Cranswick) MC, 1 abstention

7. Executive Session

Two items were discussed in Executive Session

8. Officers' Reports

a. Commissioner's Report – Harold Cranswick

i. Information/News

- Received info from the attorney representing us in the Discrimination filing with the AZ Region Attorney General. The time has passed for the plaintiff to file a civil law suit against us. The attorney has closed the case.
- AIA had reached out about borrowing or renting a net system for the State Championships. They ended up purchasing their own net system.
- Mid – year RVAA meetings were held in Denver in October. There was a fair amount of time spent on the USA All Star Championships which replaced the HP Championships. The Boys' situation was discussed in open and executive session. There was discussion on how the National office is working not really working with the RVAs – especially the marketing department. There are a lot of people struggling with how Jamie is running the organization.

ii. Region Office Info – Becky Hudson

Registration seems to be a bit better this season. We have received fewer calls with incorrect memberships this season, so far.

Lisa has put out tips for club directors to help them build their teams.

We have hired Joaquin Santa Cruz to be our Tournament Assigner. He will start on Nov 29th. Once he gets going on the tournament assignment process, we will begin to give him admin duties for the Officials Division. We still have not received the items that they want the office Admin to work on.

iii. Region Outreach Director – Eric Hodgson

Beach Club Director – tried to have a beach director meeting last Sunday. Four of twenty clubs responded. They beach events are currently experiencing a lot of issues with behavior, teams that sign up and pull out the night before to mess with the event, inappropriate contact has been reported between a player and coach. Is there some way to set up an oversight committee – bigger and better clubs become a member under the oversight committee?

Trying to reign in the beach community to establish a base line for behavioral and structural.

Can we offer up a beach series or league to make it attractive enough for them to join? The beach community is very territorial with their players.

Is there a way to use our relationship with Mesa Public Schools through those HS groups, to grow the beach community of clubs in the AZ Region tournaments? If we can't get the old guard to work together could we do it with new connections?

Eric will lobby the top 3 or 4 beach clubs to get them on board.

Try to bring them under our umbrella.

Outreach Report:

Will be doing clinics for some schools, clubs, etc. in the coming weeks.

I will be looking to Harold and the Region to have someone become a Tournament Director. I think this would open up a lot of options for sand, leagues, other options for Juniors but all of us are so busy with what we are doing. So, I will bring this up going forward in the coming months.

Looking to maybe re-upping the G League again. Will discuss with all entities and see if there are some dates and times that would generate more teams.

Coaching Education Report:

Coaching Education Weekend has been organized and is scheduled for Dec 10-12 at the Region Facility. John Kessel, Marouane Jafir, Rob Gray, Jeffrey Lui, Whitney Dosty and Bret Burchard are the scheduled presenters. Only 60 coaches will be accepted in part due to COVID concerns and part just to keep the interactions and learning at an optimal level.

Will be working after to setup some clinics through the Region for new coaches, some "soft skills" in coaching, etc. I have been working on these presentations the past month plus.

Also looking at doing some Sunday Night coaching presentations/Q&A sessions once a month to see if there is any interest there.

I will be doing coaching clinics in a few areas in the coming weeks.

Waiting to hear about what the National Office will do going forward with Coaching Education in the coming season/ next few years.

iv. SafeSport Director – Cindy Kirk

SafeSport focus for the 2022 season is Emotional Misconduct.

b. Secretary – Becky Hudson

c. Treasurer

i. Treasurer’s Report:

October, 2021

Income:	\$	96,562.85
Expenses:	\$	56,825.38
Balance in checking account as of 10/30/21	=	\$ 90,204.05
Balance in High Yield Savings Account as of 10/30/21	=	\$ 517,012.18
Balance in Development Grant Fund as of 10/30/21	=	\$ 13,846.92

ii. Marketing/PR Update

d. Officials’ Division Coordinator – Earl Capps

Quite a few that have expressed interest in officiating this year. The purge of those that did not work will happen in Arbiter in January.

Earl heard from Matt Werle that the GCU men’s players want to work girls’ events. A couple of junior college girls’ teams want to get involved in officiating.

We lose a lot of JODP officials that move on to colleges in other states. Earl is contacted by the other Regions when they sign up.

e. Adult Division Coordinator - Ron Pelham

f. Junior Division Coordinator – Cindy Kirk

g. High Performance Report – Ron Pelham

9. Committee Reports

a. Ethics and Compliance Committee – JR Salima

b. Budget Committee

10. Next Meeting: Mon, Dec 13, 2:30 pm

11. Announcements –

Keep JR in your prayers. He has just undergone a very difficult procedure in his treatment.

12. Adjournment

The meeting was adjourned at 1:39 pm

Action Items as a result of this meeting

- Items put to the Jr Girls Forum
 - Jr Division Restructure
 - Jr Division Elections
 - Quiet Period
 - End of Season/Club Commitment definition as it relates to teams and/or players
- Officials Division Restructure – put to Steering Committee
- Earl Capps to contact Cox Communications about our own account for phone lines, internet service and wifi for the Region office and Training Room.
- Refund Policy, Player Release Policy, Transgender Policy to be updated in Policies Manual.
- Staff to receive 10% pay increase effective Jan 1.
- Eric Hodgson to reach out to Beach Clubs to see about coming under one umbrella.