

**Arizona Region of USA Volleyball
Board of Directors Meeting
April 27, 2025
Minutes**

1. **Call to Order** – The meeting was called to order at 4:02 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

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 February 26, 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.

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.

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.

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.

Referred to the Junior Forum in May

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 draft document will be reviewed by the Officials Division and discussed or refined at the Retreat.

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.

Tabled until the Region receives a response from ASU. If no response is received by the time of the Retreat, the Region will abandon efforts to work with ASU.

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. 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?

NOTE: A written document needs to be provided to the Officials Division Representative so the information can be shared with the Officials Assignor and all of the officials.

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.

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.

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.

To be discussed at the Retreat.

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?

The survey is ready and will be distributed ASAP.

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?

The survey is ready and will be distributed ASAP.

j. By-Laws Change – Committees Under The Adult Division

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.

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.

I. 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.

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.

Train the coaches who work with their players.

Have the R1 on the bench side to help with the scoring and remove the incidence of coaches yelling at junior players

Referred to the Junior Girls Forum.

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. Can Becky's January 16th e-mail serve as a starting point?

Earl has a document that he will send out. Lead versus 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.

To the Junior Girls Forum

At this point, the Board moved into Executive Session.

6. New Business

a. Revision of Arizona Region Constitution

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

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.

b. Revision of Arizona Region Policies Manual

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.

c. 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.

d. 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 was referred to the Junior Girls Forum for feedback.

e. 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 was referred to the Junior Girls Forum for feedback.

f. 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.

A rough draft should be available for discussion at the Retreat.

7. Next Meeting – Following the Board Retreat in July

8. Officers' Reports

Commissioner Report

1. A number of individuals expressed an interest in the Bookkeeper position.
2. Ms. Teraya Sigler will be inducted into the USA Volleyball Hall of Fame at the annual meetings on Wednesday, May 20.
3. The Region staff and I went to Grand Canyon University for a tour of the campus and athletic facilities with GCU expressing an interest in hosting some Region events.
4. While some details are still being worked out, in general, the staff is doing an excellent job with the transition and the focus on operational duties.
5. Plans are for the upcoming Retreat to focus on the results of the surveys that are being distributed and for the Region to engage in some Strategic Planning for the upcoming season.
6. The Annual Retreat will take place July 11 – 13th at the Region Office.
7. 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.
8. The annual RVA Meetings will begin on Monday May 18.

Region Office Information – Becky Hudson

Region Outreach Director and Coach Developer – Eric Hodgson

SafeSport Director – Cindy Kirk

Secretary – Stefany Pew

Treasurer – Becky Hudson

a. Treasurer’s Report: **January 31, 2025**

Income: \$ 547,342.21

Expenses: \$ 100,324.87

Balance in checking account as of 1/31/25 = \$ 581,210.91

Balance in Platinum Savings Account as of 1/31/25 = \$ 1,028,364.86

Balance in Development Grant Fund as of 1/31/25 = \$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 5:01 pm.
(Capps / Pelham) MC

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
 - Girls score/ref training – How to improve? More in-person on-court instruction and practice?
 - A written document prioritizing officials' assignments by Division
 - Request Region Championship format input regarding those teams below the top 36
 - Proposal – Creation of a new Division for all ages (like Championship) that allows for mixed teams so all juniors have a place to play. This Division would be separate from all other Junior Divisions (Open, Champ, Club).
 - AZ NCQ Manual – last chance for input before formal approval
 - Should the AZ NCQ Tournament stay as it is or should the Bid and Select Divisions be held separately as in the past when Vulture Peak was offered?
 - Encourage participation in surveys that are coming out
- Creation of an application process for those clubs who want Starlings status.
- Junior Girls Division Structure Survey to be sent to the Jr Girls Club Directors before May 1
- Officials Division Structure Survey to be sent to the officials before May 1
- Capps to send out a document outlining the differences between a Lead Official and a Facilitator
- Guidelines to be developed for the Region when offered an opportunity or asked to sponsor or put on a fundraiser for some event that happens.
- Staff Recommendations or Requests:
 - Recommend for the Coaches' Education Director to create a coach's education program for new coaches and 12 Club coaches to learn:

- The AZ Region specific tournament rules and regulations
- the on-court part of the IMPACT manual
- how to score and R1
- how to read AES
- Request Region Championship format input regarding those teams below the top 36
- Recommend that we return to a separate tournament for those teams that just want to play on the days of the NCQ instead of including them in the NCQ Select Division.