



COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION

Board of Directors Meeting Minutes

Tuesday, June 10, 2025 – 5:30 PM

Members Present:

Charley Stanton, Jay Kudlicka, Jenna Cox, Kelly Havig, Kindall Souders, Mark Sykes, Sean Daugherty, Tia Peterson, Liane Morimatsu, CJ Roberts,

Members Absent:

None

Guests Present:

Kelly Bentley
Cara Freeman

Staff Present:

Cody March
Alix Montoya

Call to Order

- Meeting called to order at 5:35 PM by Charley Stanton.
- Quorum is present.

Old Business/Review of Previous Actionable Items

- New Website:
 - Test link distributed by Cody
 - Official launch scheduled for July 7, 2025
 - **Action Item:** Board to provide feedback to Cody by June 18, 2025.
- Regionals Recap:
 - Record-breaking event with 472 participating teams
 - Event operations ran smoothly with minimal logistical challenges
 - Revised schedule format including crossover tournament was successful
 - Officiating staff provided strong support for the new format
 - Expo Center staff delivered excellent assistance with court setup and breakdown
- USAV Spring Meeting:
 - Held in Denver, May 19th – 20th, 2025.
 - CEVA representatives in attendance: Cody, Charlie and Alix
 - Key Developments:
 - All regional organizations must complete an “In-depth Practices Audit” by September 2025
 - Cody has prepared the audit and will submit upon official request from the Auditor.
 - New “Local Affiliated Organization Agreement” (LOA) being established between USA Volleyball and Regional National offices
 - Agreement will be formalizing compliance requirements for regions to maintain good standing with USA Volleyball
 - All regional agreements require approval by USA Volleyball board at their July 11, 2025, meeting
 - **Action Item:** Cody to distribute the finalized LAO agreement to the Board of Directors upon implementation.



- Silent Auction Recap:
 - Received approximately \$6000.00 in donations
 - Raised \$3,100.00 for CEVA
 - Collecting feedback from CEVA board members
 - Planning meeting will be scheduled to discuss improvement ideas for next year's auction with a focus on better promoting the action to members and attendees
 - Thank you, cards have been sent to all business, that donated.
- Board Elections
 - New Board Members Elected:
 - Kelly Bently
 - Cara Freeman
 - Reelected to Board:
 - Kelly Havig – Officials Chair
 - Jenna Cox – DEI Committee
 - Voter Participation:
 - 10% participation rate
 - 173 members voted out of 1754 ballots distributed
 - Overall, 3% increase in member participation
 - Future Voting Improvement Strategies:
 - Considering paper ballot option
 - Continued email reminder system
 - Engaging club directors
 - Maintaining QR code access
 - Continue to use voting link on CEVA website
 - Candidate Visibility Enhancements:
 - Proposal to add candidate photos and resumes to CEVA voting website

Eligibility & KPIs

- No Agenda Items

Standing Committees

- Officials Committee:
 - Discussed streamlining the rating advancement process for officials
 - Will add a link to the CEVA website's officials section explaining the advancement process.
 - Mentoring program retraining to a 1:1 format next season
 - Officials survey distributed by Cody with positive membership feedback
 - High retention rate reported for officials returning next season
- Adult Committee:
 - Committee meeting will be rescheduled
 - Items that will be discussed are feedback survey, memberships, tournaments, Continuing monthly
- Junior Girls' Committee:
 - Committee approved standardizing the 12's regular power league format to 8-team divisions, aligning it with other power league age divisions.
 - Multiple proposed changes to the Junior Girls program have been documented in the Junior Girls Committee report, available on the Board of Directors Slack channel (posted June 2, 2025)
- Junior Boys' Committee:
 - Boy's "Tryout Signing Day" is scheduled for October 4, 2025
 - Boys' regionals showing growth; committee focusing on:
 - Strategies to increase team participation
 - Securing appropriate venue to accommodate teams and spectators



- Potentially rescheduling regionals to June
 - Recommendations for clubs to suspend activities for six weeks starting the Monday after the Mercer Island tournament in March
 - Purpose: Allow boys to participate in High School Boys' volleyball
 - Note: Timeline contingent on OSAA vote in October 2025 regarding sanctioning Boys's Volleyball as an official sport.
 - Committee developing plan to increase player exposure to the National Teams Development Program (NTDP)
 - Jay and Cody coordinating meeting with NTDP to discuss enhanced exposure opportunities for players
- Board Development Committee:
 - Board unanimously approved Charley Rosa and Kindell Saunders to the Jr Girls Committee
 - Conducting demographic research prior to adding new committee members to ensure diverse representation
 - In process of developing an election handbook
- Finance Committee:
 - FY25 Financial Status:
 - On track to meet budgeted income targets
 - Expenses aligned with budget projections
 - Detailed updates documented in Finance Committee report (available on Board of Directors Slack channel, posted June 2, 2025)
 - FY26 Budget Review:
 - Budget outline for FY2026 posted on private website for review
 - Link available on Finance-Budget Slack Channel (posted May 15, 2025)
 - Board of Directors reviewed the budget, and it was decided to table the vote to allow the Board to reevaluate salaries and conduct internal discussions.
 - **Action Item:** Board of Directors must approve FY2026 by July 30, 2025.

Diversity & Inclusion

- Presence at Regionals was well received with the quiz game
- Focusing on the supporting the silent auction as DEI benefits from those funds
- Discussing the possibility of staggering scholarships to align with different tryouts timelines for the girls' and boys' programs
- Working to identify an improved DEI training program for independent contractors, officials, and tournament directors
 - **Action Item:** Mark to provide ideas for DEI training program

Ad-Hoc / Work Group Updates

- Development
 - Working on partnership renewals throughout summer for expired contracts, with goal of achieving 100% retention
 - Collaborating with other USA Volleyball regions to aggregate rights when approaching potential sponsors
- Geographic Workgroup
 - Working through logistics of a possible standalone tournament in 2026 in Eastern Oregon and Central Oregon
 - Third addition of the Rouge Valley Classic scheduled for March 2026
 - Second 16 court facility at the Jackson County fair ground planned to open summer of 2026

