

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 Iterm: Board to provide feedback to Cody by June 18, 2025.
- Regionals Recap:
 - o Record-breaking event with 472 participating teams
 - o Event operations ran smoothly with minimal logistical challenges
 - o 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.
 - O 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
 - Panning 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
 - o 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

- o Officials Committee:
 - o 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
 - o Officials survey distributed by Cody with positive membership feedback
 - o High retention rate reported for officials returning next season
- Adult Committee:
 - o Committee meeting will be rescheduled
 - o 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)
- o Junior Boys' Committee:
 - Boy's "Tryout Signing Day" is scheduled for October 4, 2025
 - o 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:
 - o 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)
 - o 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

- o Presence at Regionals was well received with the quiz game
- o 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
- Woking 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
 - o 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



Board President Report

 As Charly concludes his term as CEVA Board of Directors President, he expressed sincere appreciation to both the Board members and CEVA staff for their hard work, dedication, and support throughout his tenure.

New Business

- All Star Program report:
 - Finalizing the logistics for team training camps the weekend in July in preparation for the delegation to travel on July 22, 2025
 - o 26 individuals in the traveling party (20 athletes / 6 Staff)
 - o Preparing a communication and marketing plan that spotlights the athletes
- Summer Board Workshop:
 - Scheduled for July 14, 2025, at Holton Garden Inn, Beaverton (see zoom invite for address)
 - Action Item: Cody to send out agenda along with Executive Officer Election Protocol
 - o Additional help needed for item pickup (to be coordinated via Slack)
- Election of FY26 At-Large Members:
 - Four motions made to and was unanimously approved for Sean Daugherty, Mark Sykes, Kendall Souders and Liane Morimatsu to continue roles as Members At-Large on the Board of Directors
 - Motion Made: Jay Kudlicka
 - Seconded by: Jenna Cox
- CEVA Borad of Directors Executive Officer Election Timeline:
 - Reviewed and discussed process and timeline
 - Action Item: Cody to send out agenda for workshop session along with Executive Officer Election Protocol to the Board.

Executive Session

No agenda Items

Good of the Order

 Board acknowledged and extended appreciation to Charley for his hard work and dedicated service to the CEVA Board.

Actionable Items

o Highlighted in Yellow Above.

Next Meeting

Summer Board working session: June 14, 2025 (In Person)

Adjournment

Meeting adjourned at 7:10 PM.

Docusigned by:

Mark Sykes

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Mark Sykes

Board Secretary