



COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION

Board Development Committee Meeting Minutes

Monday, November 17, 2025 – 6:00 PM via Zoom

Members Present:

Mark Sykes, Tom Hurst, Liane Morimatsu, Evan Hilberg.

Members Absent:

Sharon Biddle, Heidi Wood.

Guests Present:

None

Staff Present:

Cody March

Call to Order

- The meeting was called to order at 6:05 PM by Mark Sykes.
- A quorum was present at roll call.
- No guests were present at roll call.

Old Business

- Previous action items were reviewed – all were completed.
- The committee reviewed four new committee appointments that have been made since the last meeting.

New Business

- The group reviewed the purpose & structure of the committee and Cody provided historical context.
- KPIs – Mark presented four goals for the committee:

KPI Board Development Committee	Purpose
Personal Attendance Rate	100% Attendance at all BDC Meetings
Seek New Members for Sub-Committees	Work towards filling open sup-committee positions
Increase voter participation	Work towards increasing CEVA annual voting by 15%
Responsiveness to Communications	Replies within 48 hours to internal “Slack” correspondence

- The committee was sent the CEVA Election Handbook and discussed the vetting process for applicants to the Board of Directors.
 - Cody does an initial “vet” on applicants then forwards information to the committee.

- Officials' interest in serving on committees – A group of individuals was reviewed that have expressed interest in the past.
 - **Action Item:** Mark will reach out to committee chairs to gauge interest in new members.
 - Cody & Mark will discuss offline which officials to approach regarding the openings that were identified.
- Needs on the CEVA Board of Directors were reviewed
 - The group would like to seek expertise in grant writing and legal for the Board. There are two At-Large positions open.
- The committee reviewed the Board & Committee demographic surveys. The information can be used to identify gaps in representation and areas of expertise of members.
 - **Action Item:** The committee was asked to review those surveys and come to the next meeting with any observations or comments.
- **Action Item:** Mark will reach out to all committee chairs to learn about member engagement, noting the importance of attendance at meetings to ensure goals are met and value is added.

Next Meeting

- To be determined via online discussion.

Adjournment

- The meeting adjourned at 6:38 PM.