



**COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION**

*Board of Directors Meeting Minutes*

*Wednesday, December 1, 2025 – 6:00PM*

**Members Present:**

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

**Members Absent:**

CJ Roberts  
(Excused)

**Guests Present:**

Sam Flores,  
Tom Hurst  
Evan Hillburg

**Staff Present:**

Cody March  
Alix Montoya  
Callie Wilkins

**Call to Order**

- Meeting called to order at 6:00 PM by Sean Daugherty.
- Quorum is present.

**Old Business/Review of Previous Actionable Items**

- Electronic motions that were passed
- Old Our meeting minutes were approved
- The board revisited membership requirements for board and committee members.
- The chair reviewed current expectations and work underway to clarify requirements for board and committee service.
- Discussion included the importance of consistent expectations across standing and ad hoc committees.
  - Outcome:
    - Discussion only; no formal motion recorded.
    - Work will continue on clarifying and documenting membership requirements.

**New Business**

- USA Volleyball LAO Agreement & Facilities Update (Cody)
  - 6.1 USA Volleyball LAO Agreement
  - Cody provided an update on the USA Volleyball LAO (Limited Agreement Organization) agreement.
  - A draft agreement has been shared with the board.
  - The USA Volleyball Board of Directors is expected to vote on the agreement soon.
  - Cody expressed concerns about USA Volleyball's ability to unilaterally target regions and emphasized the need for financial confidentiality agreements.
  - The board discussed implications for regional autonomy and financial transparency.
  - Outcome:
    - Discussion only; no vote taken.
    - The board will continue monitoring the agreement as it moves through the USA Volleyball approval process.
- Expo Center Infrastructure & OCC Expansion (Cody)



- Cody provided an update on Expo Center infrastructure design:
  - Plans include 24–30 permanent volleyball courts at the Expo Center.
  - There is potential to expand regional championships to the Oregon Convention Center (OCC).
  - Becoming a stay-and-play event at the OCC would provide:
    - Priority scheduling
- Potential funding/support from Travel Portland and Sport Oregon
  - Outcome:
    - Update received, no formal motion at this time.
- Discussion: Stay-and-Play Policy & Officials Capacity (Cody)
  - Board members discussed the stay-and-play policy and officials training and recruitment
  - Questions were raised about how stay-and-play might impact local clubs, especially regarding financial burden and flexibility.
  - Cody clarified that the stay-and-play requirement would primarily apply to teams outside a defined radius, limiting the impact on nearby clubs.
  - Concerns were raised regarding the availability of officials, including reports that some officials have recently dropped out.
  - The board emphasized the need for expanded training, recruitment, and retention to meet the growing number of events
  - Outcome:
    - Discussion only; no formal motion.
    - The discussion linked directly to the later proposal for an officials reward program.
- Silent auction ad hoc committee
  - Get 3 to 5 individuals working together and bringing more money for the scholarship fund
  - Kendall voted in unanimous chairperson
  - Mark helping to help find others to be on the committee
- Cody requested a \$10,000 budget for the first year to support the program and strengthen officials recruitment and retention.
  - Motion: To approve the Officials Reward Program with a first-year budget of \$10,000.
  - Board members expressed support for investing resources into officials as a critical component of event success.
  - Vote: Passed (Unanimous)

#### Standing Committees

- **Officials Committee:**
  - Progress with the mentor program for new officials.
  - Planned preseason meetings and training opportunities.
  - Continued focus on recruitment and retention to align with event growth.
- **Adult Committee:**
  - No report
- **Junior Girls' Committee:**
  - Working on the Power League. The structure for the Open Power League qualifier.
  - Flight one bracket for open division at regionals.
  - Having more than 64 teams registered for the Open Power League qualifier
    - 2025 in Portland
    - 2026 in Medford
    - Alternate years between N & S
- **Junior Boys' Committee:**
  - 21% increase in full memberships.
  - 14% increase in "tryout" memberships.



- CEVA All-Star Addition of a 17U team, reflecting growth in boys' participation
- 14u Ongoing need for additional training series and development opportunities for boys' clubs and athletes
- JBC to start talks about tryouts before Oct 1
- JBC to start talks about what we can do to help 14u training series held by CEVA clubs
  
- **Board Development Committee:**
  - The chair reported that three new members were approved for the Board Development Committee.
  - The committee will continue to support board recruitment, orientation, and development efforts.
    - Outcome:
      - The board confirmed the addition of the three new members to the Board Development Committee (no additional motion required at this meeting).
  
- **Finance Committee:**
  - Current budget status and overall alignment with projections.
  - Noted increase in power league teams, with associated impact on revenue and event operations.
  
- **Diversity & Inclusion Committee**
  - Implicit Bias Training for Independent Contractors
  - The board revisited the ongoing conversation regarding implicit bias training for independent contractors, particularly officials.
    - Jenna requested additional feedback from the board on the proposed training content and requirement.
    - Some members expressed concern about adding more mandatory training on top of existing requirements, while others stressed the importance of equity and bias awareness.
      - Outcome:
        - No vote taken; item remains under review.
        - Board members were asked to review the training materials and provide feedback to Jenna.
  
- Scholarship Update
  - A high number of scholarship applications were received this cycle.
  - A meeting is planned to review applications and allocate awards.



**Board President Report**

- The importance of visibility and engagement by board members at tournaments, including interacting with participants and capturing feedback.
- The value of timely communication and participation in board work.

**Executive Session**

- No agenda Items

**Good of the Order**

**Actionable Items**

- Highlighted in Yellow Above.

**Next Meeting**

- February 9, 2026

**Adjournment**

- Meeting adjourned at 7:01 PM.

DocuSigned by:

  
**Jay Kudlicka**  
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12/14/2025

**Date**

*Board Secretary*