



COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION

*Board of Directors Meeting Minutes
Monday, February 9, 2026 – 6:00PM*

Members Present:

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

Members Absent:

NA

Guests Present:

TBD

Staff Present:

Cody March
Callie Wilkins
Alix Montoya
Andrew Borel

Call to Order

- Meeting called to order at 6:02 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

New Business

- Updates on Season and Staff Challenges
 - Cody reported on the progress of the season, mentioning that they are transitioning from Power League qualifiers to regular events and preparing for upcoming tournaments. He acknowledged the hard work of the staff but noted a rise in entitlement and disorganization from clubs, which has contributed to increased stress and burnout. Cody also shared specific examples of last-minute changes and cancellations affecting their operations.
 - * Discussion on the Sport Oregon event and potential participation from the board.
 - * Season and staff updates, including challenges faced due to increased club membership and entitlement.
- Email Communication and Club Accountability
 - Kelly Bentley raised a question regarding the frequency of emails sent to club directors, noting feedback about email fatigue. The CEVA Office clarified that they send a weekly newsletter on Thursdays and additional emails for specific events. They emphasized the importance of these communications and mentioned that directors can find archived emails on their website if needed.
 - * Accountability measures for clubs regarding deadlines and participation.
- Discussion on Sport Oregon Event and Board Participation
 - The CEVA Office highlighted the importance of board participation in voting and auction activities, noting that voting participation has only reached 100% once. They encouraged members to check Slack regularly for updates and emphasized the need for visibility at events, mentioning that several board members, including Mark and Kendall, have been active.



Standing Committees

- Officials Committee:
 - Our last meeting was 1/26/26, we had 100% attendance and one guest Hossein Mafinejad.
 - Tom Hurst has resigned from our committee to join another committee.
 - We have had two power-hour meetings and great attendance so far, our first meeting we had 52 officials present. This week's power hour attendance has yet to be posted.
 - A good portion of our meeting is planning for the power hour which many people are taking leads on presentations.
 - We talked about looking through the handbook for potential changes at the end of the season.
 - We are looking into potentially adding another official rating category before the provisional rating.
 - The new points system appears to be working well and the collaboration between officials and Tournament Directors is improving knowing they are rating each other.

- Adult Committee:
 - 1/24 Tournament
 - 8 Mens, 7 Womens
 - 1 team built of free agents that registered
 - 1 Experience survey, hoping for more
 - Wished that CEVA ref would have refereed more
 - 2/22 Tournament
 - So far: 7 Mens, 5 Womens, 5 free agents
 - 3/7 Tournament
 - Launching Tuesday 2/10
 - Working on ideas for auction basket
 - Working with Mark to add Tony Hadley to committee
 - Future Meetings
 - Proving to be difficult, trying to find other dates that could work

- Junior Girls' Committee:
 - Previous Meeting Summary
 - 8 Committee members; 3 hours 45 minutes
 - Seeding 14 & 16s Power League
 - 14, 16 & 18s Power League seeds posted 12/18/25
 - 2026 Tryout dates were proposed, a motion was made and seconded and the dates were approved by vote
 - 14s & Under – Sunday, November 8, 2026
 - 15s & Older – Sunday, November 15, 2026
 - Next meeting March 2, 2026 at 7pm PST
 - Short-Term Priorities & Planning
 - 2027 OPLQ at Portland Expo
 - Long-Term Priorities & Planning
 - Summer Tryouts 2027
 - Expanding Bid Tournament 2027

- Junior Boys' Committee:
 - Membership Update:
 - Junior Male Membership up 31% TY
 - Reminder:
 - Recommending clubs limit or halt practice from March 9 to last week in April
 - 7-week break for the boys to play high school



- Several CEVA Boys tournaments have been held so far this year. Great competition. Great crowds at each of the tournaments so far.
- JBC to start talks about having tryouts earlier than October 1st.
 - Still ongoing but the feedback so far is no one sees an issue with having tryouts starting earlier than 10/1.
 - Dates suggested possibly in August. Or maybe early September
 - Boys Nationals generally run to 1st week of July and this is for AAU and USA
- CEVA ALL Stars
 - Will offer a 17u boys' teams this year, tournament is held in Columbus OH July 23rd-26th
 - Tryout is May 30th, registration opens December 15th
- Scholarship Auction
- JBC is working hard to supply two separate gift bags for the auction
- Vacancies on committee -1 openings
 - 2 junior athletes will be joining the JBC call on 2/26 and a decision will be made after that for the last opening.
 - Junior Boys Representative (Committee Chair) is available Spring of this year and Board Development Committee is currently taking applications.
- Board Development Committee:
 - CEVA Office reported on recent committee changes, including resignations from Sharon Vittle and Heidi Wood, and the need for Marcia Cosley to apply for a voting position on the Officials Committee.
 - Mark highlighted the financial status, indicating that the organization has collected nearly 60% of budgeted tournament entry fees and is well ahead in scholarship donations, achieving 250% of the budgeted amount.
- Finance Committee:
 - Financial updates and progress on budgeted goals, including tournament entry fees and membership fees.
- Diversity & Inclusion
 - Last Meeting - January 6, 2026
 - Discussion Points
 - Independent Contractor Training
 - Chose Implicit Bias Training from NFHS
 - Certs from HS training to be accepted
 - Need to pitch to officials committee again, then to board for adding to requirements
 - Fundraising
 - Committee established what our basket donation for the auction will be "Spectator Survival Kit"
 - Advancing the committee
 - We intend to open at least 2 spots for player committee members through open invitation
 - commitment - 1 season minimum, no cap, just CEVA membership
 - send out in our Family Newsletter
 - Must have been playing vball for 2 years, high school student
 - Next Meeting
 - Monday February 23, 6:30 pm Zoom
 - Upcoming Goals
 - Solidify auction donation



- Invite player-visitors
- Get approval for training assignment for ICs
Needs from the Board
- Review and approval of NFHS Implicit Bias Training to be required, one-and-done training certificate for all ICs beginning 26-27 season - need a board vote to set new training requirements

7:10p

Executive Session, a motion was asked and given to conduct the executive session. All guests and board members were put on hold for this session

7:25p General BOD meeting resumed with all BOD members & Guests

Board President Report

As we close tonight, I want to begin with appreciation for our staff, officials, tournament directors, and volunteers. The operational load over the past 2 months has been significant, and the execution has been strong, especially with complex weekend logistics (Expo Center) and large-scale event delivery.

Program & Events

We've now completed multiple Power League weekends, including consecutive weekends at the Portland Expo Center. The Expo has helped relieve facility constraints and respond to member feedback for more metro-area programming, and I want to recognize the added work it takes to operate a venue like that on scale.

Scholarship Impact

We've heard directly from families about how meaningful scholarship support is, and we're grateful for donors, including a \$20,000 gift designated for scholarships. Assistance has been distributed, and it's a reminder that access and inclusion are central to our mission.

Board-Level Themes to Keep in Focus

- Member safety and conduct: We've had incidents involving abusive behavior toward officials and threatening conduct toward other members. The region is responding firmly because safety and respect must be non-negotiable at our events.
- Operational accountability: Avoidable last-minute roster and waiver issues—and delinquent invoices, continue to pull staff time away from higher-impact work. Consistent compliance matters for the overall member experience.
- Facilities and the competitive landscape: Facility access remains a limiting factor for growth, and we're monitoring unsanctioned competition that overlaps sanctioned weekends and venues. This will require continued strategic focus and alignment.

Looking Ahead

February is budget season, staffing and workload sustainability are key. Regionals planning is underway with attention to capacity and experience quality. Nationally, we're tracking changes at USA Volleyball, including the approved LAO agreement and implementation steps for the new membership system and app training. Cody is evaluating alignment and preparing for reporting requirements as the rollout becomes clearer.

Board Ask



Before we adjourn, I have two simple asks of the Board:

1. Model and reinforce compliance within your clubs: rosters, waivers, deadlines, and invoices, so staff time stays focused on event quality and member experience, not preventable administrative emergencies.
2. Reinforce conduct expectations with athletes, families, and spectators, especially respect toward officials and one another. Our events must be safe and welcoming for **every member, every weekend.**

As members of the board, I hold all of us to a higher standard. No Board member should be in violation of compliance or conduct expectations.

Thank you again to everyone carrying the load, and thank you, Board, for leading with

Executive Session

- No agenda Items

Good of the Order

Actionable Items

- Cody will provide an update on the Sport Oregon Foundation after the season and staff updates.
- CEVA Office will send out a specialized email regarding the regional registration deadline to ensure clubs are aware.
- CEVA Office will follow up with the board regarding the decision to buy a table for the Sport Oregon event by the end of the week.
- CEVA Office will ensure that all club directors are reminded to check Slack weekly for updates and voting participation.
- Kelly Havig will reach out to Marcia to apply for a voting member position on the Officials Committee.

Next Meeting

- o April 13, 2026

Adjournment

- o Meeting adjourned at 7:35 PM.

DocuSigned by:
 2/26/2026
39f52e668bd44e7...
Jay Kudlicka **Date**
Board Secretary