



COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION

Board Development Committee Meeting Minutes

Monday, October 19, 2026 – 5:30 PM via Zoom

Members Present

Mark Sykes, Liane Mormatsu, Tom Hurst, Karen Gray (at 5:37), Evan Hilberg (at 5:50)

Members Absent

Sam Flores

Guests Present

None

Staff Present

Cody March

Call to Order

- The meeting was called to order at 5:32 PM by Mark Sykes.
- A quorum was not present at roll call, but there were no anticipated votes.
 - Quorum was present with Karen's entry into the meeting.
- No guests were present at roll call.

Old Business

- Adult committee
 - Allison Axtell joined as a new member.
 - It was noted that the chair of the committee has failed to complete CEVA/USAV eligibility requirements and is currently not eligible to vote at the board level. They have not responded to previous messages about scheduling a committee meeting.
 - **Action Item:** Mark to follow up with the member.

New Business

- Committee onboarding document
 - A few comments were posted by Cody and other feedback was reviewed by the BDC. There were a couple questions that Evan may be better suited to answer.
 - **Action Item:** Mark will follow up with Evan on the comments posted on the document and Evan will review. Eventually, the BOD will review the document (likely at their next meeting).
- KPIs
 - Mark and Tom discussed KPIs prior to this meeting. The position description was helpful.
 - Tom discussed connections, outreach, and getting the word out about the committee. He also discussed the BDC as an oversight body for other committees to review their own effectiveness. This could also help identify future leaders, recruitment needs, succession plans, etc.
 - This could be developed as a spreadsheet/grid.
 - How do we develop this into actionable KPIs?
 - Liane emphasized the need to keep KPIs simple and actionable.
 - **Action Item:** Tom to work on developing measurable KPIs based on the conversation. Mark will send Tom the "transition plan" from the JBC.
- Committee position descriptions
 - Committee gave a final review of the positions, and they are posted on the CEVA website.

Board Report

- Evan Hilberg was officially added to the Board of Directors as an At-Large member.
- The committee discussed the open Junior Girls' Committee position.
- Mark asked for clarification about members on the committee's Slack channel. Individuals who have access to the Slack channel are committee members, board members, and staff.

Good of the Order

- None

Actionable Items

- Noted in the minutes

Next Meeting

- Monday, January 25, 2027 – 5:30 PM

Adjournment

- The meeting adjourned at 6:05 PM.