

**MINUTES OF THE NOVEMBER 15, 2010 MEETING OF THE  
COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION  
BOARD OF DIRECTORS**

**Dated: November 15, 2010**

The meeting convened at 6:39 p.m. in the Main Conference Room at the CEVA Headquarters office. Present during the meeting were Directors Roy Catibayan, Marcia Costley, Brooke Mayo, Vicki Bishop, and Jim Hartner. Absent were Cathy Nelson, Dave Kellar, Mike King, and Corey Barton. Also present was Program Director Lindsey Gay and Interim Commissioner John Downey.

**Item 1: Approval of Minutes from October 28, 2010 Meeting**

A motion was made to approve the Minutes from the October 25, 2010 meeting and October 28, 2010 conference call meeting by Director Hartner, which was seconded by Director Costley. Motion to accept the Minutes passed unanimously.

**Item 2: Financials: October 2010**

Director Downey reviewed the financial documents and the Smith Barney account. Questions relating to the statements were addressed. No further action was taken.

**Item 3: Executive Session**

The Personnel Policy, Performance Planning and Review, Corrective Action forms, and By-laws were reviewed, discussed, and amended. A motion was made by Director Costley to adopt the following amended forms: Personnel Policy, Performance Planning and Review, Corrective Action, and By-laws, which was seconded by Director Bishop. Motion passed unanimously.

Director Bishop moved to adjust retirement benefits for future employees to receive 2% after the first year, 4% after the second year, 6% after the third year (with a cap of 6%) from the anniversary date of hire, which was seconded by Director Mayo. Motion passed unanimously.

**Item 4: Standing Committee Reports**

Adult Committee (Mayo): No report.

Nominating/Election Committee (Nelson): No report.

Officials Committee (Costley): No report.

Finance Committee (Downey): No report.

Policy/Appeals Committee (Mayo): No report.

Junior Committee (Hartner): No report.

Outdoor Programs (TBA): No report.

Capital Equipment Committee (Catibayan): No report.

## **Item 5: Commissioner's Report**

### **Unfinished Business**

1. Facilities Update: Interim Commissioner Downey reported on facility use at Pacific University and the Regional Sports Center.
2. Remote Deposit Scanning Update: Interim Commissioner Downey reported on Remote Deposit Scanning Update and training that is needed.

### **New Business**

1. Interim Commissioner Pay Rate: The BOD approved the Interim Commissioner's compensation package.
2. Covenant Recommended Upgrades: Interim Commissioner Downey reported on the need to upgrade the back-up device, lock the shared files, and obtain wireless passwords.
3. Taxes: Interim Commissioner Downey reported all taxes have been signed.

### **Next Regular Meeting**

The next regular meeting of the Board will be January 24, 2011 at 6:30p.m. at CEVA Headquarters.

The meeting adjourned at 8:44p.m.

Respectfully submitted,

/s/

Brooke L. Mayo, Secretary/Treasurer  
Columbia Empire Volleyball Association