

Colorado Volleyball Officials Association
Annual Business Meeting - Minutes
July 12, 2026

Joe Brown and Monica Tillman, from CHSAA, came to our meeting at the beginning to introduce themselves. They were welcomed and answered a few questions.

Welcome - Nici welcomed everyone and the meeting was called to order at: 9:10 a.m.
Roll Call - CVOA Executive Board members present: Nici Akey, Larry Ruane, Deb County, Chris Warner. Jake Raynolds, Georgie Lamiero, Emil Ewing, Deanna Russell, Amy Sidener, Mindy Finley, Terry Porter, Pam Gilroy, Kara Weathers, Ericka DeVos, Ken Beltran, Pam Albers, Kami Oliver, Sarah Cantu, Alicia Crist, Alma Grandpre, Betsy Davison, Rick Kuper, Kathy Cox, Denise Close, Penne Hamilton, and Tony Lim.

Absent: Talana Davis (Ken Beltran, proxy), Denise Greene (Terry Porter, proxy), and Tammy Davis (Pam Albers, Proxy).

Approval of minutes - Ken Beltran moved the approval of the July 13, 2025 minutes as presented. It was seconded by Rick Kuper and passed without objection.

Director of Training and Development - Chris Warner

- Overview of Regional Clinic Information was presented. - Multiple modules will be used and presentation will be on the CVOA Website.
- Various Trainings are available. Contact Chris for more information. He also has a QR QR Code for a training topics survey.
- There is Headset info on our website. Headsets will be used during the State Tournament and everyone is encouraged to start using them during the 2026-27 season. CVOA website link has recommended headsets available for officials to review.
- <https://cvoaref.org/wireless-r1-r2-communication-radio-headsets/>

Rule's Interpreter - Jake Raynolds

- PowerPoint Presentation will be available on [CVOAref.org](https://cvoaref.org) website. Jake went through each slide of the New Rules and Points of Emphasis in detail to provide explanations and accurate verbiage for Area Directors who are presenting at their respective Regional Clinics.
- NFHS Mobile App - available to use on mobile devices.
- Points of Emphasis - Game Management/Host Management will be a focus and best practices. Additional detailed POE provided within the NFHS Power Point presentation.

- Pre-Season Guide correction - page 11, 2nd paragraph - RF must be closer to centerline than RB setter.
- NHFS publishes rules interpretations throughout the season; these are posted on the Rules Interpreter tab of the CVOA website. Check this frequently as email blasts don't always reach everyone.

Other Discussion

Post Season Selection will be done based on game reports from officials and coaches and not a voting process through survey monkey. Area Directors will receive documentation from the President and Secretary/Treasurer for Area Directors to verify if their members qualify for the post season. The dates will be determined and will be sent to the area directors as soon as possible.

- Niki will get clarification from CHSAA if the sportsmanship cards are to still to be given to coaches during the pre-match conference. Rick Kuper will update the format of the sportsmanship cards and will be available on the CVOA website.
- NFHS Network is available at a discount rate for officials to review matches. Nici is hoping resources will be available through a cost from CVOA or CHSAA.
- The NFHS Volleyball Official's Manual is printed on a two-year cycle and officials need to keep in mind any new rule changes for the respective seasons.

The Executive Board took a 10-minute break.

President - Nici Akey

- Chain of Command – We all need to use our chain of command to address issues, especially team uniforms.
 - Enforce uniform rules from day one. No leniency for any school. This causes huge issues with CHSAA and the schools. Repeat POE from last year. This year's officials' rankings will be affected if officials are discovered not enforcing these basic issues.
 - All uniform questions should go to Jake immediately. If you penalize a team, Jake needs to know all details related to uniform violations. Jake will communicate with CHSAA and CHSAA will communicate with the schools. No warnings. Enforce the rules. We need to do better as a CVOA membership. CVOA website will provide the information for uniform violations.
- Disseminating information through CVOA
 - Members need to go through Area Directors first.

- Area Directors communicate with the Executive Committee. Officials should not communicate directly with CHSAA.
- All rules questions will be managed through Jake
- All communications to CHSAA need to come through the Executive Committee.
 - Exceptions - Area specific items from Monica. (like Rule Books)
- Membership status questions go to Deb County
- New Members - Area Directors are asked to send an email to Deb County and copy Bruce Bird. Included in this email should be first and last names and email address. Bruce will then add them to Arbiter for the new official to remit payment of dues via credit card and to register with CHSAA as well as payment for Arbiter Insurance. (If you send them through CHSAA, we need to fill out numerous fields to make it accurate and usable). Rulebooks and Casebooks will be mailed from CHSAA once a new official is added and new officials pay dues, CHSAA will be mailing out packets to officials in waves.
- Photo in Arbiter - Nici is asking all officials to please update their photo in Arbiter to a more recent (within the last 5 years), solo (no other people in the photo), limited background chaos (you should be 75% of the photo, torso & head), and CVOA needs to be able to recognize you for assigning and evaluation purposes.
- Rule & Case Books - Everyone will receive the Rule & Case books, the Official's Manual and the Volleyball Guide in hard copy and will also be available electronically through the NFHS digital app.
- Test Info
 - Test Part 1 is live. Available for all members, including new officials.
 - Test Part 2 has been sent to Area Directors. Part 2 is for provisional and new officials. CVOA needs to look into how Part 2 can be proctored as an online test. As an area director, use your discretion and ability to test their rule knowledge.
- Sportsmanship – Officials who choose to ignore any sportsmanship issues with coaches and/or players may have this effect future postseason assignments. Everything is broadcast on NFHS, so don't ignore, always address issues. Examples include: bench management, taunting through the net to include any verbiage through the net. The R2 should be taking care of this immediately, the R1 needs to be mindful of all activity throughout the match. Encourage all officials to be aware of, and read the CHSAA Sportsmanship Manual, which is located on CHSAA's website.
- Post Season
 - Line judge criteria per CHSAA - CVOA will have online training and criteria is added to membership manual.

- CVOA training will be provided and available through our training module “Teachable” which is available to all officials and will be mandatory for post season.
- New post season application process - CVOA will use Arbiter to mark if interested. Area Directors will verify eligibility, and coaches and peer evaluation will be considered. There will not be a survey monkey ballot.
- Game reports may be submitted by coaches, athletic directors, assignors, and CHSAA post season committee members.
 - Top criteria to be selected will be heavily weighed on game management, addressing sportsmanship, and line judging.
 - NFHS broadcasts most games. There are additional resources available through Stormy Sports, provided by Jeremy Weathers. It is easy to go back and review issues and to be able as Area Directors to address immediately.
 - Make sure you are adhering to the “Membership Required Uniform & Equipment” section.

Vice President - Larry Ruane

- Hall of Fame:
 - Nominees:
 - George Barrows
 - Angel Chavez
 - Scott Cull
 - Ballot link: <https://forms.gle/dEiY65tE6Xznq3Xz9>
 - Reminder, only board members vote for Hall of Fame induction (***do not send the ballot link to your members***)
 - Voting is now open.
 - You may vote for any number of nominees.
 - You may change your vote up until the deadline.
 - 2/3 majority of the voting board members are required to be selected.
 - Voting deadline is Sunday, Aug 30, 2026 @ 6 pm.
 - We recommend encouraging your members to submit nominations.
 - Nominations can include letters or documents in support of the candidate.
 - Nomination documents are available on our website: <https://cvoaref.org/hall-of-fame-nomination/>
 - Please take the time to vote, thank you!
- Email Larry with any events that you would like to appear on your Area CVOA calendar, examples: regional clinic, study sessions, new officials training, scrimmages

- If you know, give Larry an ending time for each of your events, so the calendar entry can reflect that accurately
- All CVOA-wide events are on the master calendar (including season start and end dates and post-season dates).
- All CVOA-wide emails are posted on our Emails page; useful if some end up in spam folders, or to be able to find them more easily.
- There is a link to a form on the main page for non-behavioral problems (facilities, possible jewelry violations) that Jake can pass along to CHSAA.
- There is a link to a form on the main page for behavioral problems; this one goes straight to CHSAA
- NHFS publishes rules interpretations often, we post them on the Rules Interpreter page, and we don't always send a blast email, so check for those.
- Information from Jake can be found on that page as well.

Break for lunch at 11:30 a.m. and resumed at 11:56 a.m.

Nici asked individuals to present information about the Hall of Fame nominees.

Secretary/Treasurer - Deb County

- The following documents were reviewed:
 - 2026 Treasurer's Report
 - Adopted CVOA FY2026 Budget 7.1.25 to 6.30.2026
 - Proposed CVOA FY2027 Budget 7.1.2026 to 6.30.2027
 - Proposed CVOA FY2027 Budget 7.1.2027 to 6.30.2028
 - Girls-Boys State Championship Expenses Detailed 2025-26

Deb County, discussed the transition from 1st Bank, to PNC Bank. CVOA has been a member of 1st Bank since 1974, which was the inception of our organization. Deb explained the transition and where PNC Banks are located. If an Executive Committee member is elected and does not reside within the front range or metro area, banking would become difficult. PNC is also available with more online services. Deb asked the Executive Board to move the CVOA Banking Institution to Bank of Colorado-

Mindy Finley moved "to approve CVOA to change financial banking institutions to Bank of Colorado from PNC Bank and to authorize the current

Secretary/Treasurer, Deb County, to proceed with the set up and transition with Bank of Colorado located in Sterling, CO. The authorized signers to this Business Growth Account will be the CVOA President and Secretary/Treasurer, effective as soon as possible after the ABM held on Sunday, July 12, 2026.” Betsy Davison 2nd, motion passed without objection.

Terry Porter moved to approve the President and Secretary/Treasurer to invest approximately \$30,000 of the fund balance. Mindy Finley 2nd the motion and passed without objection

Deanna Russell moved to approve the Treasurer’s Report as presented. Tony Lim 2nd and motion passed without objection.

Membership Manual proposed changes:

III-b-i. Allows officials to use additional color whistles and lanyards during matches.

Rick Kuper moved to accept the following new version as corrected and Tony Lim 2nd. The motion passed without objection.

New-Whistle: Approved whistle colors are black, white, gray, cyan blue, and pink (pink is only authorized during October for Breast Cancer Awareness Month and may be worn with any uniform shirt). A pea-less whistle design is preferred. Whistle and lanyard colors shall match, except black or white lanyards are permitted with any approved whistle color. Officials wearing the gray polo may wear a gray whistle with a gray lanyard and officials wearing the cyan blue polo may wear a cyan blue whistle with a cyan blue lanyard. Black and white whistles may be worn with any uniform shirt. Multi-color whistles are not approved.

III-c-i-2. Removes the words “and style” from all uniform shirt sentences.

Rick Kuper moved to accept the following proposal as written and Ken Beltran 2nd. The motion passed without objection.

New-Approved colors of uniform shirt shall be cyan blue, white and light gray. The R1 and R2 shall agree on the color of shirt. If there is not an agreement, the default cyan blue shirt shall be worn.

Kathy Cox moved to accept the following proposal as written and Ericka DeVos 2nd. The motion passed without objection

III-c-i-2a.

New- During Breast Cancer Awareness month, October, a collared pink shirt or school sponsored event shirt may be worn. The R1 and R2 shall wear the same color polo or the school event shirt. The CVOA patch will not be worn on the event shirt.

Rick Kuper moved to accept the following proposal as written, Kara Weathers 2nd. The motion passed without objection.

III-c-i-7. Clearly defines CVOA officials assigned as line judges will wear the same color shirts but do not have to match the R1/R2.

New - The R1 and R2 shall wear uniform shirts of the same color. Line judges may wear a different color shirt than the referees; however, all line judges assigned to the match shall wear uniform shirts that match in color.

Rick Kuper moved to accept the following proposal with changes. Kathy Cox 2nd. The motion passed unanimously. without objection

III-c-i-8. Allows officials to wear the same color undershirt or black with cyan and gray polos. White undershirts remain the only authorized color for white shirts.

New-If an undershirt is worn in a manner that makes it visible at the neckline, it shall be limited to the following approved color combinations:

- Cyan blue polo: cyan blue, black or white undershirt
- White polo: white undershirt
- Gray polo: black or white undershirt

Undershirt sleeves shall not extend beyond the natural sleeve length of the uniform shirt.

Rick Kuper moved to accept the following proposal with changes made during the discussion, and Alma Grandpre 2nd. The motion passed without objection.

III-c-i-9. Allows officials to wear a cyan blue, white, or gray sweater or ¼ zip fleece outer garment during cold weather.

New-During cold-weather conditions, officials may wear a like colored sweater to the shirt color. It can be a V-neck pullover, quarter-zip pullover, or a full, lightweight, outer jacket garment. All approved outer garments shall display the CVOA logo on the left chest by means of embroidery or an approved removable patch. No other visible manufacturer logos, brand insignia, or other commercial markings are permitted.

No action was taken on proposal **III-c-i-10.**

Rick Kuper moved to accept the following proposal with one word change, Betsy Davison 2nd. The motion passed without objection.

III-c-il. Adds additional and materials not authorized as uniform pants.

New- Officials shall wear solid black dress-style slacks constructed of wool, polyester, or a blended fabric. Denim, corduroy, fleece, nylon, spandex, cotton twill, cargo pants, and other casual or athletic-style pants are prohibited. Trousers shall be hemmed to the shoe tops and shall not be gathered or elasticized at the ankle.

Rick Kuper moved to accept the following proposal with changes made during the discussion and Kathy Cox 2nd. The motion passed without objection.

III-c-iv-3. Allows CHSAA Championship patch to be worn on the chest.

New- CHSAA State Championship patch will be worn as directed by the tournament staff only during the State tournament event.

I. B Provisional Members

Ken Beltran moved to accept the following change to the membership manual, Rick Kuper 2nd. The motion passed without objection. (ii had a proposed change that was dropped in the discussion by consensus.)

B. Provisional Members:

- iv. Members who have been Provisional Members for three (3) consecutive years due to attendance non-compliance ("Attendance") and/or discipline issues ("Discipline") may have their membership terminated at the discretion of the members Area Director and Executive Committee.

There were three other proposals for consideration on, 1) Cyan blue sweaters, 2) Dues late fees, and 3) Dues structure. No action was taken on them.

There was some discussion on a couple other questions. The first was about the rationale for the dues amount for Non-Participating members. Ken Beltran requested CVOA take a look at a different fee structure for officials wishing to go Non-Participating. No action was taken.

The second was regarding NASO attendance and if anyone was going and if it was worth the expense. It is usually really close to the Annual Business Meeting. As of the meeting, no one was planning to attend this year, but it is believed to be important to budget for someone to attend. No action was taken.

Deb mentioned the dues breakdown will be posted to the CVOA website when Larry and Deb update the Treasurer's page.

Meeting adjourned at: 2:20 p.m.