



BOARD OF DIRECTORS MEETING

8:30 am November 10, 2022 - Fredericton Inn, NB

MINUTES

Present:

Scott Neiles, President

Directors:

Brooks Penrod

Jackie Dugger

Andrea Wolf (absent)

Bob Stanton

Robb Andison

Ryan DeBelser

Scott Searle (absent)

Staff:

Mike Branchaud, CEO

Gilles LeBlanc, Mgr. – Operations

Angela Ballantyne, Mgr. – Sport Development

Emma Lindblad , Mgr. – Communications

1. Call to order, Land Acknowledgement and President's opening remarks

President Neiles opened the meeting at 8:30am and thanked all for taking the time to join. He acknowledged that the meeting originated on the traditional unceded territory of the Mi'gmaq, Maliseet and Passamaquoddy people. He welcomed Emma Lindblad (newly hired Communications Manager).

2. Adoption of agenda, with powers to add

Motion # 1 - Move to Adopt the Agenda

Stanton/Dugger CARRIED

3. Timbits Softball

3.1 Participation Numbers

It was reported that the numbers were down in some areas which is to be expected post pandemic. This was seen mainly in the area of program participants which is to be expected with less community events happening post pandemic. Coaches are up in numbers.

4. Canpitch

4.1 Participation Numbers

Were a bit of a concern. The ongoing pandemic during the winter months was the



primary issue. New video material being finalized with a marketing message focused on beginner pitchers.

Motion # 2 - Move to approve Timbits/Canpitch Report

Penrod/Stanton CARRIED

5. College Sports Evaluation

Coach Rafter presented an opportunity to partner with CSE to acquire reliable metrics on a long-term basis. She is interested in the data piece and what that looks like in Canada as a cohesive approach. From a Softball Canada perspective, the ability for players to see how they rank against other players in Canada would be important. It has been reiterated that CSE would need to make sure the partnership would be centered around Canada first. There is also an opportunity to grow onto the men's side of the game which would be helpful.

Motion # 3 - Move to approve College Sport Evaluation pending more information

Stanton/ Penrod CARRIED

6. Coaching and Safe Sport

6.1 Coaching Development Committee

The CDC met in person in Ottawa, October 21-23rd for the annual CDC Meeting. The committee reviewed the new Comp-Dev online Coach Manual and created clinic power points for the 5 online modules as part of the new hybrid Competition-Development pathway. Next steps will be to formally edit the coach manual, make final edits to the power points and pre-tasks, and be ready to pilot these in early 2023. The Comp-Dev Coach Manual will be available to download from the website before attending the online clinics with providing name, NCCP #, and email address, and then both Comp-Dev Coach Manuals (a) and (b) will be provided in hard copy when attending the in-person clinic.

6.2 National Coaching Certification Program

NCCP Clinics/eLearning: To date in 2022, 357 events (clinics or evaluations) were held, with 2681 coaches in attendance. Foundations of Coaching Softball (FOCS) Part 1 was completed by 2044 coaches, and FOCS Part 2, 1206 coaches, which included 201 coaches completing Part 1 during National Coaches Week, and 160 completing Part 2. These numbers are higher than all previous years.

Canada Games Coaches: During the CDC Meeting, Canada Games Coach development was discussed. As decided previously, having a coaching summit for all Canada Games Coaches 1 year prior to the Games will be very beneficial and it will be important to have a session at the next AGM for the PTs, surrounding the Canada Games program and Coaching. The CDC hopes the Canada Games Council will also go back to the previous coaching standards with the Assistant Coach only needing to be Comp-Dev Trained.



Master Coach Developer (MCD) Meeting: The 2022 MCD meeting will be held in Halifax at the end of November and will have a technical focus of the Community-Sport Initiation, Ongoing Participation and Competition-Introduction clinics. Other topics will include feedback and discussion around the new hybrid clinics, Coach Developer training and areas of need, and professional development surrounding DEI.

6.3 Safe Sport

OSIC/Abuse Free Sport (Independent Mechanism): Softball Canada will adopt UCCMS (v6) on a standalone basis while updating all policies/procedures to be in consistent manner with the UCCMS. Softball Canada’s Reporting Process will also be updated to ensure direction to OSIC/DSO, while receiving consent from all direct members of Softball Canada to be subject to the UCCMS.

Motion #4 – to go in Camera

Penrod/DeBelser CARRIED

Motion #5 – to go out of Camera

Dugger/Stanton CARRIED

Motion #6 - Move to approve Coaching/Safe Sport Report

DeBelser/ Penrod CARRIED

7. AGM

7.1 Motions

Board submitted motions reviewed, discussed, and revised as needed.

7.2 Review Agenda and Board Assignments

AGM Agenda was reviewed and Movers/Seconders on Motions were assigned to Board members.

8. Canadian Championships

8.1 2022 Host / Profit loss

Year	U14B	U14G	U16B	U16G	U18/19M	U18/19W	U21/23M	Women	Men	Slo-Pitch
2015	N/A	\$15,480	\$32,709	\$19,767	\$33,075	\$13,305	\$26,398	\$2,000	\$7,069	\$587
2016	\$6,453	\$18,788	\$6,603	\$32,661	\$23,686	\$23,490	\$30,000	\$1,041	(\$45)	\$23,742
2017	\$9,235	\$7,541	\$6,260	\$6,879	\$20,177	\$60,815	CSG	See U14	\$40,000	\$1,792
2018	\$1,300	\$29,539	\$24,961	\$11,435	\$29,899	\$20,266	\$5,387	\$24,000	\$9,000	\$23,183
2019	seeU16B	\$19,978	seeU23M	\$18,765	\$11,748	\$27,056	\$36,803	(\$18,280)	\$139,093	\$3,350
2022	\$2,575	\$25,850	\$17,000	\$39,975	\$8,820	\$26,607		\$24,170		\$7,744

8.2 2023 update

All 2023 Championships have been awarded except for Men’s and Women’s Slo-Pitch. The Board was informed a bid was coming for that event.



Event	Location	Dates
U15 Girl's	Brandon, MB	August 9-13, 2023
U15 Boy's	Prince Albert, SK	August 9-13, 2023
U17 Girl's	Saskatoon, SK	August 9-13, 2023
U17 Boy's	Fredericton, NB	August 2-6, 2023
U19 Women's	Langford, BC	August 2-6, 2023
U20 Men's	Napanee, ON	August 15-20, 2023
U23 Women's	L'île-Perrot, QC	August 16-20, 2023
U23 Men's	Saskatoon, SK	August 2-6, 2023
Women's	L'île-Perrot, QC	August 16-20, 2023
Men's and Master Men's	Surrey, BC	August 30 - September 3, 2023
Men's and Women's SP	Open	TBD

8.3 2024 bids approval

Bids for the U17G in Calgary AB. As well there were bids for the Men's FP in Saskatoon and Kitchener.

Motion #7 - Move to approve U15B in St-Leonard-d'Aston QC.

Dugger/Penrod CARRIED

Motion #8 - Move to approve U17G in Calgary AB.

DeBelser/Andison CARRIED

Motion #9 - Move to approve Men's FP in Saskatoon

DeBelser/Penrod CARRIED

8.4 Canada Games Coach survey results (to follow)

The Board was informed results of the Canada Games Coach Survey had been compiled and are available on request. A full presentation of the results was planned for the Canadian Championships AGM workshop. The main findings from the survey were:

Niagara 2022 Canada Games Areas of Improvement

Distance of Venue; Scheduling – Too many games (Men); Quality of Venue and Food at Venue

Age Categories

- **Women's:** 58.82% of coaches felt U18 is the right age category, but 70.59% felt the age category should line up with Softball Canada's age categories (U17 or U19). When asked which age category should be used - 11.76% felt it should be U17, 41.18% felt it should be U18 and 28.41% felt it should be U19.
- **Men's:** 35.29% of coaches felt U21 is the right age category, and 64.71% felt the age category should line up with Softball Canada's age categories (U20 or U23). When asked which age category should be used - 23.53% felt it should be U20 and 41.18% felt it should be U23.

The process/timeline to set the 2025 Canada Games age category was explained to the Board, with the first step being consultation with P/T Associations which would



be done at the AGM workshop. Softball Canada then needs to consult with the LTPD Committee and Sport Canada before submitting to the Canada Games Sport Committee for their final approval.

Motion #10 - Move to approve Canadian Championship Report

Dugger/Penrod CARRIED

9. Officiating

9.1 Retention/Recruitment

Frankie Billingsley (ODC) joined meeting and summarized the key points on the document on Retention/Recruitment. She noted that we need to focus on retention more than recruitment. She added that we need to create more learning opportunities for umpires as far as retention and we should focus on hybrid clinic delivery to make it easier for umpires to attend. We also need to focus on the mentorship program. Some PTs are having difficulty with their umpire programs which may contribute to the lower registration numbers. It was suggested that the ODC create a “Leadership” program to assist the PTs with their umpire programs. Billingsley to take to the UIC Meeting for further direction and take back to the Board with suggestions.

Motion #11 - Move to approve Retention/Recruitment Report

Penrod/ Stanton CARRIED

10. National Teams

10.1 WBSC Bids update

U23M bid closing mid-November with the event being postponed to 2023. Saskatoon will be bidding along with both Argentina and Dominican. The committee who runs the Canadian Championships in Île-Perrot are looking at bidding for the Jr. Women’s event in 2025. No word currently on the Prince Albert Bid.

10.2 CCES anti-doping update

The Brendan Hagerman violation went public with a press release. He received the 3-year ban as expected. Next one (Devon McCullough) is still pending. He was requested to admit to the usage which would bring a lesser term potentially to 3-months. Will bring someone from CCES into the camps in the future to do an educational presentation.

Motion #12 - Move to approve the National Team Report

DeBelser/Dugger CARRIED



11. Financials

11.1 September statement

Financial reviewed showing a small profit.

Motion #13 - Move to approve the Financials

Stanton/Andison CARRIED

12. Staffing

12.1 Current Staffing

Emma Lindblad was hired as the new Communications Manger to free up Gilles LeBlanc who will be continuing with Marketing but also taking on Canadian Championships and the Men's Team. Cassidy will be starting December 1 to take on Angela Ballantyne's portfolio. Ballantyne will take on Coaching and Safe Sport from the vacation position from Kristen Noonan (who recently resigned). Ballantyne will also take on the Women's National Team.

13. Bylaws / Governance

13.1 Team discussion prior to workshop

Stanton questioned the definition of athlete. He added we know what the National team is but questioned if we are providing all other athletes what they need. Should we have a National Team athlete representative on the Board? Potentially have an athlete come from a province/territory that is not currently represented on the Board. Gender Equity will always try to achieve.

14. Strategic Plan

14.1 Discussion on Timing

The 2019-2022 Strategic Plan was to be updated at the 2023 AGM as we have an extra day slotted. It was decided that because of the the pandemic, the strategic plan should be moved to 2024 to allow for us to reach some of the goals on the pillars. Will do a quick tweak on the current Strategic Plan, move to the 2024 AGM and have an extra day planned at the 2024 AGM.

Motion #14 - Move to approve moving the Strategic Plan to the 2024 AGM

Penrod/Stanton CARRIED

15. Other Business

15.1 Per diem raise start date

Per Diem rates will increase to \$60/day for all and \$51 for the working umpires at the Canadian Championships. Effective date June 1, 2023. Look at increasing milage rate in the future as well.

15.2 Commitment and Confidentiality

Scott reminded the Board of the importance of keeping discussions confidential and that the staff will continue to keep the Board informed when necessary. At



any time, the Board can reach out to their respective staff person or committee chair for updates or clarifications.

16. Next meeting, February TBD

via Zoom

17. Adjournment

Motion #15 - Move to adjourn

Dugger/DeBelser CARRIED



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