



## BOARD OF DIRECTORS MEETING

Friday, September 30 and Saturday, October 1 (9 a.m. starts)

**SANDMAN SIGNATURE INN, HUNT CLUB ROOM**

250 West Hunt Club, Ottawa, 613-216-7263

## MINUTES

### **Present:**

Scott Neiles, President

### **Directors:**

Andrea Wolf (via zoom)

Brooks Penrod

Bob Stanton

Ryan DeBelsler (via zoom)

Jackie Dugger

Scott Searle

Robb Andison

### **Staff:**

Mike Branchaud, CEO

Donna Ozarko, Mgr. – Officials/Publications

Gilles LeBlanc, Mgr. – Marketing/Comm. Services

Angela Ballantyne, Mgr. – LTPD programs

Kristin Noonan, Mgr. – Coaching/Safe Sport

(via zoom)

### **1. Call to order and President's opening remarks**

President Neiles opened the meeting at 9am and thanked all for taking the time to join. He acknowledged that the meeting originated on the traditional unceded territory of the Algonquin Anishinaabe people. He also noted that it was "Truth and Reconciliation Day".

### **2. Adoption of agenda, with powers to add**

### **3. Items arising from and acceptance of the February 25/26, 2022 minutes**

***Motion # 1 - Move to approve the Feb 25/26, 2022 Board Minutes***

***Andison/Searle CARRIED***

### **4. Canadian Championships**

#### **4.1 Participation Numbers**

Branchaud noted there were a total of 155 teams which was fantastic especially considering there were no championships running during pandemic years. U15G –



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21. U15B – 8, U17G – 24. U17B – 8, U19W – 17, U20M – 8, U23M – 7, WFP – 8, MFP – 12, Master’s FP – 6, MSP 20 and WSP 16. U20/23M was a concern but potentially due to CSG running in the same year.

#### 4.2 General Comments

All Championships had only 1 initial registration division – all teams guaranteed a minimum of 5 or more round robin games. Championship Playoffs ranged from 6-12 teams depending on number of teams and format. U15G, U17G and U19W continue to be the strongest category. U23W/WFP category was an issue with team numbers and ended up combining these categories. 7 teams withdrew this year after the COP date. U23 Development Team participated as a filler team in the Men’s event. This was highly successful and something that should be discussed at the AGM to perhaps allow them to participate each year. Streaming – our partnership with SportsCanada.tv is not fulfilling our needs and we need to find a solution for the future events. Coach Certification – was a challenge at certain events even with ACs only needing Trained status. The Master’s fee needs to increase to \$850 as this event is becoming demanding by the teams. There were very few protests this year, however \$300 was collected for the scholarship fund.

#### 4.3 2023 locations

U15G – Brandon, MB – Aug. 9-13  
U15B – Bid pending – TBD  
U17G – Saskatoon, SK - Aug. 9-13  
U17B – Bid pending – TBD  
U19W – Langford, BC – Aug 2-6  
U20M – Napanee, ON – TBD  
U23W – Montreal, QC – Aug 16-29  
U23M – bid pending – TBD (Motion to approve Saskatoon, SK, Aug 2-6)  
WFP – Montreal, QC, Aug 16-20  
MFP/MM – Surrey, BC Aug 30 – Sept 3  
M/W SP – Open - TBD

#### ***Motion # 2 - to approve Saskatoon, SK – Aug 2-6 for hosting U23M***

***Dugger/Andison CARRIED***

#### 4.4 University Championships

University Championships – will take place at St. Clair College in Windsor over Thanksgiving weekend. SC will be providing 40 Team Canada visors for player of the game awards plus 10 Rawlings back packs and gold gloves for the all-star team.

#### 4.5 Motions

AGM SOR Motions to date were reviewed.

#### ***Motion # 3 - to approve Canadian Championships Report***

***Dugger/Stanton CARRIED***



## 5. Officiating

### 5.1 Canadian Championships

Overall the umpire participation was good other than the usual issues with difficulties getting umpires to the SP events, especially when the Canadian Championships are out in the western provinces. Per diem increase was discussed for both the UIC/DUICs and working umpires. Suggestion to increase per diems for all committees. Must be presented to the finance committee first but suggestion to increase to \$51/day for working umpires and \$60/day for UIC/DUICs.

### 5.2 Canada Games

Overall crew composition was good with some issues. Some of the smaller provinces do not have qualified umpires to send. It is recommended to send more umpires in the future as there were some who got injured and were sick with COVID and could not participate. There was negative feedback from the public about the Women's competition having lower-level umpires using a two-umpire system vs. three-umpire for Men this year due to the "shortage". It was suggested for the future to send 10 working umpires for events if there are 10 teams (as opposed to the 8 umpires that were at the Women's this year), and 12 working umpires if there are 9 or less teams (for the Men's). Potentially target 2 games per day based on 3 assignments per game instead of 2.5. CSG pays umpire travel/accommodations/meals so there is no cost to Softball Canada to send more than those at this year's event. Special thanks to Bob Stanton for his support when Covid hit one of the UICs.

### 5.3 Registrations

Umpire registrations back on an upward trend this year although not as high as they were pre-COVID. Ontario registration numbers are a concern.

### 5.4 ODC Selections

#### **Motion #4 - to approve ODC appointments**

**(Don Farr, Frankie Billingsley and Scott McLaren – 2-year term)**

**Stanton/Andison CARRIED**

### 5.5 Ed Bitz Scholarship

It was noted there was not enough funds to support 2 scholarships for 2022 and we are short approximately \$400. Recommending Kelsey Forrest (MB) and if a second allowed (will run a deficit), Jordan Rock (AB).

#### **Motion #5 - to approve Kelsey Forrest (MB) and Jordan Rock (AB)**

**Stanton/Penrod CARRIED**



## 5.6 Umpire of the Year

**Motion #6 - to approve Pat Chiquette (QC) for SP and Ron Campbell (NB) for FP**

**Andison/DeBelser CARRIED**

## 5.7 Appointments

Level 4, Level 5 and WBSC Certified umpires reviewed. Only Level 5s to be approved. SP – Pat Chiquette (QC), Jeff McKay (ON) and Shawn Miller (BC)  
FP – Steve Gallagher (ON), Audrey Desmarteaux-Houle (ON) and Kearney O’Keefe (NL).

**Motion #7 - to approve Level 5 umpire recommendations**

**Stanton/Andison CARRIED**

## 5.8 ODC Instructors

It was a concern that those with an education degree have been exempt from taking the Instructor/Evaluator Course. Moving forward, no one will be exempt as if it is done for one, it must be done for all. The Board recommends grandfathering in the exemption clause for those previously, but not for the future.

**Motion #8 - to approve ODC Report**

**Dugger/DeBelser CARRIED**

## 6. Diversity Equity and Inclusion

### 6.1 National Day of Truth and Reconciliation

Ballantyne presented to the Board on how Softball Canada was recognizing National Day of Truth and Reconciliation Day and made recommendations on ways to honour this Day moving forward.

### 6.2 Highlights

- Monthly DEI Team calls.
- Public announcement and celebration SC of DEI team members & partnership with Inclusion Incorporated.
- DEI policies are publicly available on the SC website.
- Review and feedback from the team on several SC policies and initiatives from a DEI perspective.
- Moving away from add on DEI policies with the creation of a Participation Policy that would be leading the way in terms of Canadian NSO’s and act as a template for other sports.
- Pride Shirts available for purchase on the SC store with the SC diversity logo. Shirts were also given to the DEI Team, Women’s National Team who wore them during Pride month & SC BOD/Staff members.
- International Women’s Day, Indigenous Heritage Day, Asian Heritage Month, Pride Month, Special Olympics posts, and promotion via SC social media channels.



- Women of Softball Summit 2022 – focus on supporting female leadership at the Podium Pathway level (Canada Games Specific)
- Pride Buttons developed and produced to give focus to areas in which SC is working to be more inclusive with the 2SLGBTQI+ community.
- Orange shirts available for purchase through SC store to support and highlight not only Orange Shirt Day but also Indigenous Heritage Month. Profits from the sale of these shirts will go to support DEI initiatives.
- DEI workshop at the 2022 SC AGM centered around ways of acting/interacting that are grounded in trauma-informed relationships, building confidence in systems and the people who hold power within them, and what accountability can look like when centering the experiences of people within softball.
- Partnering with Sport for Life and Aboriginal Sport Circle on two Indigenous centered initiatives with regards to building relationships with two specific Provincial/Territorial Aboriginal Sport Bodies (AB & NWT).

### 6.3 Mentorship Program

A “learn & grow” call was held in September and final “send off” call will happen in October. The group will then receive a feedback survey in order to ensure the needs have been met. Beginning in the new year we will advertise for the next group using the feedback from our current mentors and mentees.

### **Motion #9 - to approve DEI Report**

**Penrod/Searle CARRIED**

## **7. Women’s National Team Report**

### 7.1 Speaking Tour

Rafter went on a week-long speaking tour to try to bring awareness of the WNT program and to re-establish connections within Softball. During this tour she reached several with the following breakdown: BC – 60 athletes, AB – 25 athletes, MB – 20 coaches, 10 athletes, QC – 45 athletes, ON – 40 athletes.

### 7.2 Identification Camps

There were several ID camps in 2022. ID camps were open to those who thought their skills were good enough to make the team. Several athletes attended with the following breakdown: SK - 22 athletes, BC – 25 athletes, and ON - 60 athletes attended. Nine players were invited from these camps to the final selection camp.

### 7.3 Summer Season

Overall a successful season. WNT was able to host exhibition games in Guelph, Oshawa, and Brampton in Ontario as well as a series in Melfort, Prince Albert and Saskatoon Saskatchewan. The team competed at the Canada Cup and the World Games where they finished 6<sup>th</sup>.



7.4 Expectations vs Reality of Performance

The goal was a 5<sup>th</sup> place finish at World Games which didn't quite happen. Pitching needed improvement which will be worked on in the future. There was a drop in leadership which will be a priority in the future to create a strong supportive environment for returning players.

7.5 Canadian Championships

Rafter made an effort to get out to several of the Canadian Championships to scout players as well as bring visibility of the WNT to the Canadian Championships. During this time, she was able to attend and evaluate players at the following tournaments: U19 – Fredericton, NB, Canada Summer Games – Niagara Falls, ON, U17 – Montreal, QC and U15 – Saskatoon, SK.

7.6 Player Clinics

Two player clinics were held during the summer to increase visibility and to develop younger athletes. The two clinics were in NB and SK. Both with 50 athletes.

7.7 Update on WBSC Americas Qualifier in Guatemala

Will be in mid-November 2022.

7.8 Handbook

Will be revised and updated.

***Motion #10 - to adopt WNT National Team Handbook (with revisions)***

***DeBelser/Wolf CARRIED***

***Motion #11 - to approve WNT Report***

***Andison/Stanton***

**8. Timbits Softball**

8.1 T-shirts

Approximately 13,000 t-shirts were distributed to Timbits Softball Program Participants across Canada this summer. In addition, medals provided by Tim Horton's were also distributed to groups who had received t-shirts. The P/Ts will be requested to distribute the t-shirts on their own in the future.

8.2 E Learning

The Timbits e-learning clinic production is being completed through the Respect in Sport organization. It is ready to be launched in advance of the next season. The platform will allow to Softball Canada to promote resources, track membership, and virtually support first time volunteer on field helpers.

8.3 Online Manuals



Over 50 copies of the online manual were purchased. Launched on April 21<sup>st</sup>, the online manual will now be the primary way to access the Timbits Softball resource. Printed inventory is still available in limited quantities but will not be doing another reprint. P/T's will be made aware of this change at the Staff Forum in November.

#### 8.4 Townhall

A Timbits Softball Town Hall will be held this fall to gather feedback from P/T's and program coordinators. These meetings consistently provide a wealth of information about the program and how it is being used in local associations.

#### 8.5 Participation

Participation numbers will be available at the November Board meeting.

### ***Motion #12 - to approve the Timbits Softball Report***

***Andison/Penrod CARRIED***

## **9. Canpitch**

### 9.1 Video

The updated Canpitch Videos will be available on the Softball Canada website this fall 2022. The videos are complete, however after exploring multiple platforms, it was deemed that access through the SC website was the best option. Housing the videos on the website will allow for more control over updates, access to additional resources, and an avenue to gather feedback from users. Descriptions of the drills and additional resources will also be available.

### 9.2 PIB Update

The Instruction context within the NCCP was given full approval by the CAC. This has been an 8-year undertaking and had included the hard work of the Canpitch committee, past members (especially Kaila Holtz), and Softball Canada staff.

### 9.3 Committee

The Canpitch committee held a call September 19th. The focus was: general update on the status of program materials, scheduling an in-person meeting to discuss best practices, and the new focus moving forward (date TBD), organizing a Canada wide Canpitch Instructor call (October 30<sup>th</sup>), reviewing Instructor status for PIB, adding Canpitch branded t-shirts for purchase on the SC store, and creation of promo material for launch of the new video material.



#### 9.4 Canpitch Participation

Clinic participation numbers will be available at the November Board meeting in advance of the AGM.

#### ***Motion #13 - to approve the Canpitch Report***

***Searle/Dugger CARRIED***

### **10. Long Term Player Development**

#### 10.1 Quality Softball Program Inventory Plan

The tool to aid P/T's and Local Associations as well as coaches help to implement LTPD has been launched. This tool aims to help individuals by giving concrete examples of how to incorporate concepts and SC programming to support LTPD principles. Over 40 users have used the tool to date.

#### 10.2 Male Gold medal Profile

The data collection process is underway. There was minimal interest in the beginning of this pilot, and a few obstacles in getting the evaluation system going. Another call was put out and got much more reception. We are working with teams to get set up in Skill shark and begin collecting information. We will be looking for a way to have individuals submit data as well.

#### 10.3 Skills Assessment

Over the course of the summer, considerable development has happened on the Skill Development Program. This assessment will act to help coaches determine if athletes at each stage of development can execute the skill in a way that is deemed "successful." Taking coaches from assessing HOW participants execute the skills (FUN & L2T) to HOW WELL (T2T). The skill assessment will represent a target of what the participant should be able to achieve at each stage of development. It will focus on the competitive for life stream as athletes within the podium pathway (in T2T) already have metrics to be evaluated against (GMP).

#### 10.4 NSO Tracker

Each year Sport for Life provides NSO's with an update on their status when it comes to goals relating to Long Term Athlete Development. Overall, it is positive and represents the progress Softball Canada has made and continues to make in the Development Programming.

#### ***Motion #14 - to approve the LTPD Report***

***Penrod/DeBelser CARRIED***

### **11. Marketing and Communications**

#### 11.1 Canada Summer Games

The Men's/Women's events went extremely well despite some behind the scenes





challenges. The facility (Southward Community Park) was not ideal for a competition of this magnitude despite three site inspections and a lot of communication. leading up to the Games to deliver on our requirements. The spectator seating and fan experience were major issues which was unsuccessfully addressed throughout the event. The umpire staffing was an issue particularly on the Women’s side mainly due to some of the umpires (and DUIC) testing positive for COVID and having to isolate. However, the athletes, coaches and officials were all very well treated by the N22 volunteers throughout both weeks of competition, and there were no major incidents on the field of play.

11.2 Meaningful Competition

Following the 2013 Canada Games, the Canada Games Council approached us about coming up with a new format that would help create more meaningful competition. That year, 47% of preliminary round games were considered meaningful, using the criteria of a run differential of 5 runs or less in the final score. Softball Canada’s Long Term Player Development committee established our own meaningful competition criteria to a run differential of 6 runs or less in 5 or more innings, which resulted in 64% of meaningful competition at the same event.

11.3 Review of 2025 Technical Package

The next cycle for the Canada Games will be in Newfoundland in 2025, with both Men’s and Women’s Softball on the program. We now have an opportunity to suggest any changes to the Canada Games Council regarding age categories (36 months out - ASAP), coaching certification (24 months out – 2023) and the technical package (24 months out – 2023). This will be discussed at the Staff Forum at the AGM. It was also suggested to consider bat testing at the CSG in the future.

11.4 Website / Social Media

The online presence and following continues to grow, and a greater emphasis needs to be placed on developing online content.

11.5 Numbers

Website	2020-2021	2021-2022	Change
Visitors	208,879	248,948	+19.2%
Page Views	865,467	1,434,618	+65.8%

Facebook	2020-2021	2021-2022	Change
Followers	11,758	13,158	+11.9%
Posts	272	211	-22.4%
Reach	1,590,454	1,308,260	-17.7%
Engagements	153,419	38,231	-75.1%



Twitter	2020-2021	2021-2022	Change
Followers	15,958	16,635	+4.2%
Posts	667	466	-30.1%
Impressions	3,809,742	1,828,311	-52.0%
Engagements	109,710	52,672	-52.0%

Instagram	2020-2021	2021-2022	Change
Followers	11,490	13,039	+13.5%
Posts	197	201	+2.0%
Reach	882,675	454,044	-48.6%
Impressions	1,023,458	N/A	N/A
Engagements	84,997	20,329	-76.1%

**\*Date Range: September 1 to August 31**

**Followers:** Number of accounts that follow us.

**Posts:** Content sent through the channel (posts, pictures, videos, etc.)

**Reach:** Number of unique accounts that have seen the post.

**Impressions:** Total number of times posts have been seen.

**Engagements:** Number of likes and comments on posts.

#### 11.6 PSA

This was the fourth year we distributed the Softball Canada PSA (featuring Jenna Cairra and Steve Mullaley) to local and national television stations. It has been airing since late February and will continue until the end of September. The shelf life for the PSAs are typically five years, so we will need to start planning to film a new campaign in 2023 if our budget allows. Television airtime value has been extremely successful since launching our first PSA in 2008, but the next campaign will need a much stronger focus on social media content.

#### 11.7 Awards

- Home Run Sports Female Fast Pitch Athlete of the Year: **Kelsey Harshman (BC)**
- Home Run Sports Male Fast Pitch Athlete of the Year: **Sean Cleary (NL)**
- Home Run Sports Female Slo-Pitch Athlete of the Year: **Melanie Gulbransen (BC)**
- Home Run Sports Male Slo-Pitch Athlete of the Year: **Hunter Platten (AB)**
- Rose Hodgson Volunteer of the Year: **Brent Evans (NB)**
- Claude Deschamps Memorial Fund (Female): **Belle Ashley (PEI)**
- Claude Deschamps Memorial Fund (Male): **Evan Despres (NB)**
- Ethel Boyce Achievement Award (Female): **Sierra Jones (AB)**
- Ethel Boyce Achievement Award (Male): **Tyler Branchaud (ON)**

**Motion #15 - to approve the Award recipients**

**Dugger/Stanton CARRIED**



**Motion #16 - to approve the Marketing and Communications Report**

**Stanton/Andison CARRIED**

**12. Men's National Teams**

12.1 MNT

The Men's National Team qualified for the 2022 WBSC Men's Softball World Cup by winning the silver medal at the 2022 WBSC Americas Men's Pan American Championship in Parana, Argentina in April. As per the Men's National Team Selection Criteria, the coaching staff named ten core players to the WBSC World Cup Team on July 12<sup>th</sup> based on previous performance. All ten athletes competed at the Pan American Championship. The coaching staff developed a shortlist of athletes to scout/follow throughout the summer to select the remaining six spots. The team will travel to New Zealand on November 15<sup>th</sup> and compete in a Pre-Worlds Tournament from November 18-20 in Palmerston featuring six top National Teams (Argentina, Australia, Canada, Czech Republic, Japan and New Zealand) and local club teams. The WBSC World Cup will take place from November 26 to December 4 in Auckland, New Zealand.

12.2 U23 MNT

U23 Men's Pan American Championship the WBSC Americas U23 Men's Pan American Championship was held July 23-30 in Venezuela. The event featured eight teams, with Canada and the United States deciding not to attend. The top four teams qualified for the 2022 WBSC U23 Men's World Cup, and they were Argentina, Mexico, Venezuela and Guatemala. Colombia finished fifth.

WBSC U23 Men's World Cup the WBSC U23 Men's World Cup was supposed to take place October 22-30 in Parana, Argentina, but they withdrew from hosting the event in August citing lack of government funding. On a call on September 5<sup>th</sup>, WBSC Americas mentioned the WBSC had received proposals from potential hosts to hold the event in 2023, and there would be discussion about those proposals and the wild card entries at an upcoming WBSC Executive Meeting. The WBSC has received our request to be considered for a wild card spot at the WBSC U23 Men's World Cup, along with the United States and the Dominican Republic who also did not attend the qualifier. WBSC Americas has requested a wild card spot for Colombia as the fifth-place finisher at the qualifier. At this time, we do not know if any countries from other regions are being considered for a wild card spot.

U23 Development Team at Men's Canadian Championship with money in the budget for a Selection Camp this Fall, our decision not to send our team to the Pan Am Qualifier and a team dropping out of the Men's Canadian Championship, we decided to put those funds to use to invite selected U23 MNT players who were not already on rosters and a few up-an-coming younger athletes to Newfoundland to compete in the Men's Canadian Championship.



### 12.3 U18 MNT

The U18 Men's National Team coaching staff ran five regional identification camps early summer 2022. A total of 122 athletes registered for these camps, where the coaching staff ran drills to collect data through Skill Shark and evaluated players in intersquad games. The U18 Men's Pan American Championship was supposed to be played in August in Venezuela, but the event did not happen. WBSC Americas is now saying the event will be held in 2023, possibly in Culiacan, Mexico. No dates have been communicated, but they indicated the next event would not be held until at least April 2023. The U18 Men's World Cup is also scheduled to take place in 2023 with no information on a host location or dates.

### 12.4 Slo-Pitch Border Battle Teams

The Canadian Men's and Women's Slo-Pitch teams travelled to Oklahoma City to compete in the Slo-Pitch Border Battle from September 9-11, 2022. The rosters for both teams were named on July 26<sup>th</sup> after the selection committee scouted local tournaments in May/June as noted in our Selection Criteria. The Women's team had a great weekend in OKC, going 3-1 in exhibition games on the Friday and Saturday with their only loss coming against the USA Futures team by a score of 6-5. In the Border Battle game against Team USA, they took a 3-1 lead into the bottom of the fifth before USA put up 10 runs on route to an 11-4 win in seven innings. The Men's team had a tougher weekend, going 1-3 in exhibition play including three games (1 win and 2 losses) against the T's 13 club team. They were scheduled to play a different club team on the Saturday night, but the game was cancelled due to weather, and USA Softball gave them a third game against T's 13 on the Sunday morning prior to the Border Battle. Canada lost 24-9 to USA Futures and 28-8 to USA in the Border Battle.

***Motion #17 - to approve go in camera***

***Andison/Stanton CARRIED***

### 12.5 CCES anti-doping update

***Motion #18 - to approve go out of camera***

***Stanton/Andison CARRIED***

***Motion #19 - to approve MNT Report***

***Dugger/Penrod CARRIED***

## **13. Coaching and Safe Sport**

### 13.1 Coaching Development Committee

The CDC continues to meet monthly via zoom with recent focus on the hybrid clinics, Comp-Dev Technical Manual, and Canada Games Certification. The CDC



will be meeting in person in Ottawa, October 21-23<sup>rd</sup> for the annual CDC Meeting and will be focussing on the new hybrid Competition-Development clinic revision.

### 13.2 National Coaching Certification Program

NCCP Clinics/eLearning: Clinic season 2022 was the busiest Softball Canada has had. With limited clinics the previous two years, plus Canada Games, many coaches required training and certification. To date in 2022, 351 events (clinics or evaluations) were held, with 2639 coaches in attendance.

In addition, the BOD plan on presenting a motion at the AGM relating to coaching certification. The motion will be a revision to what is currently written. Revision to read: "The Head Coach is Competition - Introduction Certified in the National Coaching Certification Program and is in attendance at all games and on the team's bench. All Assistant Coaches are Competition - Introduction Trained **at U20 and below categories.**"

Hybrid NCCP Delivery: Softball AB was the first to host the Hybrid Comp-Intro Clinic, consisting of both the 3 online modules and the in-person weekend. Since then, BC, SK, MB, QC and NS have all offered the hybrid model, while the remaining PTs kept the 2 weekend in-person model.

Comp-Dev Evaluations/Canada Games Coaches: Since February 17 Comp-Dev Evaluations were conducted, mostly being Canada Games Coaches and Managers.

Master Coach Developer (MCD) Meeting: The 2022 MCD meeting will be held in Halifax at the Future Inns and at the Canada Games Centre, November 26-27<sup>th</sup> and will have a technical focus that 2020 and 2021 was set to have.

National Coaches Week (NCW) - September 17-25<sup>th</sup>, 2022: Each year, thousands take part in National Coaches Week to say #ThanksCoach. Softball Canada has collected over 50 responses from parents and players from across Canada sharing their message of thanks. For the first time, Softball Canada will also be offering the Foundations of Coaching Softball Part 1 and 2 eLearning modules FREE to all coaches this week using a discount code.

### 13.3 Safe Sport

Training & Onboarding: All Supervisors, Asst. Supervisors, Umpires in Chief, and Deputy Umpires in Chief were mandated to complete both CAC's Safe Sport Training and Softball Canada's Safe Sport Onboarding. After some discussion, Softball Canada and the ODC may also look into Safe Sport Training or Respect in Sport for Officials, for the remaining umpires who attend Canadian Championships.

Awareness and Initiatives: Softball Canada's Safe Sport tents were set up a multiple events and Canadian Championships this summer. One of Softball Canada's goals this year in safe sport was to increase presence and awareness at Canadian Championships.

PT Alignment: Backstop signs continue to be available through the PTs helping raise awareness and keep a positive environment at the grassroots level. Both Allison Forsyth and Steve Indig will speak at the Softball Canada AGM as well.



OSIC and Abuse Free Sport (Independent Mechanism): Abuse Free Sport (Canada's new independent safe sport mechanism) officially opened its doors at the end of June as part of the Office of the Sport Integrity Commissioner (OSIC) - the governing body responsible for the administration of the UCCMS (Universal Code of Conduct to Prevent and Address Maltreatment in Sport). Many information webinars and sessions have been held in terms of becoming a signatory, and the fees and commitments that go along with it. Softball Canada has been working with the majority of NSOs and MSOs to make amendments the Program Signatory agreement before officially signing. Within the next few months Softball Canada will be required to de-integrate the UCCMS from all policies and have the updated version as a stand alone document. Revisions to our safe sport reporting, and discipline and complaints procedures will also need to be updated.

#### 13.4 Discussion

PROPOSAL from Kaleigh Rafter - Building Elite Coaches 2022 (4-6 1 hr virtual sessions, \$100). Purpose: Share with coaches the skills we value at the National Team level. Furthermore, start to identify ways in which these skills can be incorporated into practices at any level. Share our knowledge and allow coaches to become aware of high-level concepts. Allow coaches to start to find competitive advantages within their own teams. Topics: Body Movement/Sequencing, Pitching, Hitting, Offensive Strategies, Team Defense, Game Management.

Board decision - will not be part of mandatory certification and Professional Development only. PD points will be applied if run by Softball Canada. is part of Softball Canada programming (not Rafter).

#### 13.5 Approvals

Ten nominations were received for CoY. Final recommendation for Jeff Fraser, NS.

#### ***Motion #20 - to approve the Jeff Fraser as 2022 Coach of the Year***

***Stanton/Searle CARRIED***

#### 13.6 Boat Race at AGM

SC received a complaint that the boat race was a form of hazing so will be cancelled for the future and must come up with another fundraiser for some of the AGM awards where these funds were raised.

#### ***Motion #21 - to approve the Coaching/Safe Sport Report***

***Stanton/Penrod CARRIED***

### 14. Financials

#### 14.1 Budget ending May 31 for audit (attached)

Reviewed and approved.



- 14.2 Current year budget (to follow)  
Reviewed and approved.

**Motion #22 - to approve the Financial Report**

**Dugger/Stanton CARRIED**

**15. Staffing**

15.1 Communications Position

Currently advertised and will be a bilingual position.

15.2 Current Staffing

It was noted that we had a full season following the pandemic and it was noticed that we were short staffed during this time. Will be hiring two more positions – a Program Coordinator and a Communications Manager.

**16. Governance – Procedures on Board Business**

It was advised that the Staff person and Board liaison should debrief before bringing to Board. In addition, it was recommended to have better communications with our PT partners. Neiles will put a committee list together to work on communication strategies moving forward with the goal to be able to communicate more openly with both SC staff and PT partners.

**17. Board Nominations**

All current Board have re-applied (Wolf since withdrew her nomination). In addition, Kareena Zanolli (AB) applied.

**18. Bylaws – proposal and update from Steve Indig**

Reviewed with no further comments

**19. AGM Schedule**

AGM Schedule was approved with minor adjustments. Adjustments made and good to go. Mitchener's retirement recognition to be following the AGM portion along with WBSC awards and others.

**20. Other Business**

**Motion #23 - to go in camera**

**Stanton/Andison CARRIED**

**Motion #24 - to go out of camera**

**Stanton/Dugger CARRIED**



**21. Next meeting, November 10, Fredericton NB**

**22. Adjournment**

Meeting adjourned at 5:30 pm.

***Motion #25 – to adjourn meeting***

***Dugger/Andison CARRIED***



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