



**Board of Directors ZOOM Call
Thursday, February 3, 2022 – 7 p.m. (Ontario)**

MINUTES

Present:

Scott Neiles, President

Directors:

Andrea Wolf

Scott Searle

Robb Andison

Ryan DeBelsler

Brooks Penrod

Jackie Dugger

Bob Stanton

Staff:

Hugh Mitchener, CEO

Angela Ballantyne – Mgr. LTPD

Mike Branchaud, Mgr. – MNT /Cdn. Championships

Donna Ozarko, Mgr. – Officials/Publications

Casey Hogan, Program Coordinator

1. Welcome and Land Acknowledgement

President Neiles opened the meeting at 7pm and thanked all for taking the time to join. He acknowledged that the call originated from the Softball Canada office on the traditional unceded territory of the Algonquin Anishinaabe people.

2. Acceptance of the November 2, 2021 Board Minutes

Motion #1 - To approve the November 2, 2021 Board Minutes

Penrod/DeBelsler CARRIED

3. Gender Equity

3.1 Gender Equity Report

The GE report was distributed and reviewed prior to the meeting. Ballantyne reported that they were very pleased with what Canadian Women in Sport has put together regarding the Softball Canada working group conversations and they have provided fantastic recommendations moving forward. The working group consists of: Terry Klein (SK), Sarah Walz (YK), Stacey Blois (NB), Larissa Franklin, Jenna Caira,



Andrea Wolf (BOD), Angela Ballantyne and Casey Hogan (SC Staff). There were three top priority areas that were identified for the action plan process. The three areas fall under Recruitment, Selection, Promotion, women as coaches/officials (added administrators) and then creating an inclusive organizational culture. There will be another meeting prior to the in-person Board meeting at the end of February and then Canadian Women in Sport will provide SC with a more detailed action plan for those top three priority areas. The report will be shared with the DEI Team and Inclusion Incorporated.

3.2 Women of Softball Summit -Coaching

The planning is well underway and we are at the flight booking stage. Confirmed attendance of delegates (20) and guest speakers (8). High Performance Coaching is the goal of the event. The ongoing pandemic is being monitored and 3 options were presented in that regard.

Those being:

Option A - continue as planned and hold the in-person event in late March.

Option B - to postpone until later in the year

Option C - to have WOSS virtually. This would not be ideal and the last resort.

The Board consensus was to move ahead with Option A, if the attendees are comfortable moving forward (a quick survey will be done).

Motion #2 - To approve the Gender Equity Report

Dugger/Stanton CARRIED

4. Covid 19 Vaccination Policy

It was recommended to table the draft "Covid 19 Vaccination Policy" as mandates surrounding the pandemic are changing rapidly.

Motion #3 - To table the draft COVID 19 Vaccination Policy

Dugger/DeBelser CARRIED

5. Men's National Teams

Both the U23 and the National Team had their trips in January cancelled due to the pandemic. Subsequently, the qualifier for the Men's Team Event was postponed and will now start on April 21, 2022. There is no firm update on the Men's U23 qualifier. It will potentially be held in Panama but no official dates yet. The U23 World Cup will be in Argentina in October. No update on the U18 Team but the plan is to have a qualifier sometime in 2022. Thoughts for the development program are to have a scaled down version with 4-5 Zoom sessions on various skills. Branchaud to provide a further update at the in-person Board Meeting at the end of February.



6. 2022 Canadian Championships

No further update, other than U23 Women's is in Saskatoon August 10-14.

7. WBSC

WBSC Congress scheduled for Chinese Taipei in April has been postponed due to Covid concerns. No new date/location as of yet.

8. International Umpire and CC UIC/DUIC appointments

The International and CC UIC/DUIC appointments were reviewed by the Board with the opportunity for questions/discussion. Stanton commented that there was a small pool of umpires from which to make the selections from and we regularly use the same umpires. He added we need to find a way to increase the number of umpires in the selection pool to address this and the perception that only a small group of umpires get the best assignments. He noted the scoring system we use is great but there should be further discussion around making the actual umpire selections. Wolf and Neiles to discuss with Whipple on how to address issues in the current selection process.

***Motion #4 – To approve the International and Canadian Championship UIC/DUICs
Anderson/Penrod CARRIED***

Ozarko (minute taker was excused from the meeting).

9. In-person BOD meeting start day

Searle asked the Board to consider starting in-person Board meetings on Saturday, as opposed to Friday. He stated that a Friday start was difficult for those that had regular Monday to Friday jobs and needed to take Friday off. He felt that this might be negatively impacting prospective Board members who had employment obligations that did not offer this flexibility and may also limit the opportunity to recruit more diverse Board members. While there was understanding of this proposal there was also concerns about those that had to travel longer distances to get to the meeting, who would have to leave to go home first thing on Sunday morning (eliminating the opportunity to meet that morning) to get home later on Sunday. A number of Board members also preferred to get home on Saturday, leaving them time for family/personal time before returning to work on Monday. It was also noted that a Saturday start would require all reporting staff members to come in on the weekend. The consensus view was to remain with a Friday start for in-person Board meetings.

10. Update on CEO search

Motion #5 - To move in-camera

DeBelser/Stanton CARRIED



Motion #6 – To come out of camera

DeBelser/Andison CARRIED

11. Other Business

Mitchener advised that WBSC Americas has asked Softball Canada if, in conjunction with the Canada Cup Organizing group, we would consider hosting the Women's Americas Qualifier in September/October, 2022. Mitchener has had an initial discussion with Greg Timm about this, with further exploration to take place in the coming weeks. The timeline for organizing and funding this event is very challenging.

12. Next meeting – February 25-26, Ottawa

Motion # 7 – To adjourn the meeting

Penrod/Andison CARRIED



223 Colonnade Road, Suite 212, Ottawa, Ontario K2E 7K3
Tel.: (613) 523-3386 / Fax: (613) 523-5761
info@softball.ca *** www.softball.ca

