



BOARD OF DIRECTORS MEETING

8:30 am November 7, 2024
Saskatoon Inn, Saskatoon, SK

MINUTES

Present:

Scott Neiles, President

Directors:

Brooks Penrod

Bob Stanton

Jackie Dugger

Robb Andison

Kareena Zanolli

Neil Teague

Staff:

Mike Branchaud, CEO

Angela Ballantyne, Mgr. - Sport Development

Gilles LeBlanc, Mgr. - Operations

Cassidy Burton, Mgr. -
Marketing/Communications

Donna Ozarko, Mgr – Officials/Recognition

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

- President Neiles opened the meeting at 8:30am CST.

2. Adoption of agenda, with power to add

Moved by Dugger, Seconded by
Zanolli, CARRIED

3. Items arising from and acceptance of the September 27, 2024 minutes

Moved by Teague, Seconded by
Stanton, CARRIED

4. Women's National Team

(Ballantyne, Dugger)

4.1 OTP update

At the end of October, Softball Canada submitted its strategic review to Own the Podium. The review focused on the Women's National Team's high-performance objectives leading up to the 2028 Los Angeles Olympics, emphasizing player development, data-driven training, and talent expansion.

Key areas addressed included:

- Current team status and strong international performance.
- Development programs for U15 and U18 athletes.



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- Budget requirements, logistical considerations, and competition schedules.

Own the Podium Update:

On November 1, Kaleigh Rafter, Angella Ballantyne, and Scott Neiles delivered a presentation to a panel from Own the Podium and the Canadian Olympic Committee. Softball Canada is pleased with the outcome, as the panel appeared impressed with the thoroughness and quality of the presentation. Funding decisions are expected to be announced in April.

4.2 WNT Program Survey Results

The 2024 WNT Athlete Evaluation highlighted key findings across several areas of the season:

Coaching:

- Strong communication and support from the coaching staff.
- Coach Rafter praised for leadership, transparency, and fostering a growth mindset.

Team Preparation:

- Athletes valued clear communication and structured event planning.
- Positive impact on team confidence and environment.

Strength and Conditioning:

- Excitement about new programming and position-specific workouts.
- Anticipation to work with Bailey Victoria, noted for expertise in softball.

Areas for Improvement:

- Nutrition: Better food options requested, particularly at the Canada Cup.
- Recovery Equipment: More functional equipment needed (e.g., Normatec recovery systems).
- Competition Prep: Desire for more games leading up to major tournaments.

Softball Canada is still waiting for the U18 WNT Survey Results to be completed. So far there has been positive feedback on coaching, especially regarding Keith Mackintosh. As of now, the only negative feedback was the hotel accommodation in Saskatoon.

4.3 Canada Cup letter

A letter was sent to Softball Canada from Canada Cup regarding concerns of lack of communication and commitment from Softball Canada for the event. The email will be addressed and moving forward, there will be a plan to set some parameters and expectations for National Team members.

Branchaud address the update that Mark Smith has joined the Netherlands coaching staff as a pitching coach. There are no concerns regarding the Canadian Women's National Team program due to this update.



Moved by Penrod, Seconded
by Teague, CARRIED

5. AGM

(all)

5.1 Motions

- The Board reviewed all the SOR motions and determined their position going into the AGM workshop.

5.2 Review Agenda and Board Assignments

6. Canadian Championships

(Dugger/LeBlanc)

6.1 2026 bid approvals

LeBlanc presented two host bids for the U17 Girl's from Brandon, MB and Calgary, AB, as well as a host bid for the U19 Women's event being held in Chateauguay, QC.

The Canadian Championship Committee asked for approval to accept Calgary's host bid for U17 Girl's as well as Chateauguay's host bid for the U19 Women's event.

Moved by Zanolli, Seconded by
Penrod, CARRIED

6.2 Host- Profit/Loss

LeBlanc provided an overview of the profit and loss outcomes for each 2024 Canadian Championship. All host organizations reported a profit, with the U17 Boys' Championship achieving the highest earnings.

Moved by Zanolli Seconded
by Teague, CARRIED

7. WBSC/WBSC Americas 2026 Events

(Branchaud)

Branchaud provided an update highlighting that a total of 10 international events are scheduled for 2025.

The Men's National Team is planning a training camp in Florida as part of their preparation for the World Cup in Prince Albert. Additionally, a donation was received to support a training camp for the U23 Men's National Team. Softball Canada is currently awaiting confirmation on the age category guidelines for the U23 Men's National Team.

8. Strategic Plan

(Branchaud/Neiles)

The final rough draft of the Strategic Plan was presented during the Kickoff Session at the AGM. Based on feedback provided by the Provincial and Territorial Associations, adjustments will be made to finalize the document.

Once the final draft of the Strategic Plan is completed, Softball Canada will proceed with developing the operational plan.

Moved by Zanolli Seconded by
Dugger, CARRIED

9. Hall of Fame Process

(Neiles)



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Neiles provided an overview of the updated Hall of Fame process, which now includes the entire Board of Directors and Softball Canada staff in the application review process. A matrix will be utilized as a guiding tool to organize thoughts and facilitate discussions on the applications.

Additionally, a review of the application forms for both the Hall of Fame and Awards is planned to ensure improvements and better alignment with the matrix.

10. Volunteer Recognition Process

(Stanton)

Stanton proposed the development and implementation of a Volunteer Recognition Process, including detailed procedures and policy guidelines. It was agreed that the Board Policy Manual would undergo a comprehensive review and update to ensure all Board Members, both new and existing, are aligned with current board procedures and to ensure a smooth onboarding process.

11. Lasting Impressions (alumni)

(Burton)

Burton presented a new marketing plan designed to honor National Team alumni, Hall of Fame inductees, and award recipients while incorporating a funding process to support grassroots programming, coaching, umpiring, and national teams. The next presentation will focus on the implementation process.

12. Other Business

(all)

13. Next Meeting/ Adjournment

- The next meeting will take place from February 7-8, 2025

Moved by Zanolli Seconded by
Andison, CARRIED

