



SHERWOOD PARK MINOR BASEBALL ASSOCIATION BOARD OF DIRECTORS

**REGULARLY SCHEDULED MEETING
OF THE BOARD OF DIRECTORS**

**SEPTEMBER 11, 2017
7:00 PM**

Present: Marc Teierle (non-voting), Cindy Lovie, Nestor Hrycun, Angela Bayduza, Paul Pieschke, Tyler Bourne, Kevin Clelland, Sheri Teierle, Tammy MacDougal, Mike Ewaskiw, Kevin Aitkin, Andrew MacGillvary

Absent: Beverley Killoran, Derek Pollard, Tara Macdonell, Jon Fitzgerald, Christine Scheetz, D'Arcy Shade, Lorie Matiowsky, Stephanie Parker, Brittany Watson, Ambra Gullacher

Non-Voting Member Guest: Carmel Luciak

AGENDA

1. Meeting called to Order at 7PM

2. Quorum

- Roster circulated; 10 voting members in attendance

3. Approval of agenda

MOTION by N. Hrycun, seconded by A. MacGillvary. CP north and facilities update to new business. **MOTION approved** unanimously (8 votes)

4. Approval of minutes from May 8, 2017 Board of Directors Meeting as amended.

MOTION by A. MacGillvary, seconded by C. Lovie. Discussion regarding procedure.
MOTION approved unanimously (9 votes)

5. Guest Member of the Association in Good Standing

- Association, Rep Program Feedback & Concerns brought forward; list of items provided by member and circulated to those in attendance (see Attachment A)
- Item 5) greater clarity, information, and instruction for those running the finances of rep teams; was difficult to obtain answers and information from the Assoc regarding these management issues; much more training and support required for OFMs and Treasurers; had significant difficulties collecting cash calls from a number of parents and had little to no support from the Assoc in collecting; again no policy and procedures to go to in this regard
- Item 3) paid coach positions need a greater check and balance in terms of accountability for the job they are asked to do or be responsible for; again no checks and balances for whether they are doing the job, achieving the job and doing what they have been asked to do for the amount of money they are receiving
- Item 1) encourage the Assoc be much more proactive in recruiting coaches in order to avoid the last minute hiring and placement of coaches that was experienced by their team this past season
- Item 2) again checks and balances in regard to the development of all athletes playing within the Assoc are needed; the development as a whole is not working; parents have no means to

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voice concerns and issues to the Assoc during the season; perhaps opportunities could be provided by the Assoc to have a place for parents to turn to when issues arrive; a more proactive approach

- Item 7) policy of AGLC is that tickets that are not returned there has to be more than an email; there needs to be phone call follow ups; improvement in the follow up process for non-returned tickets is required

- As a whole from their experience and their family, there are significant changes needed to be achieved in order to improve the experience for players and their families in their opinion

- Round table discussion; these are significant concerns that the Board has heard at other points of time and trying their best to tackle these challenges; a real challenge currently in getting enough people to support and make these changes; discussion regarding how we make the board a more desirable position; having a broader more comprehensive collection of policies and procedures (e.g., coaches contracts); training and support for team management positions; start back at the Assoc's foundation through solid policies and procedures, filling board vacancies with those individuals who we know have expertise and knowledge that is critical to the operation of the Assoc; the Assoc needs to and is working towards greater checks and balances to hold people accountable for following the policies and procedures of the Assoc.; greater support systems needed for team management; the Board acknowledges and agrees with all of the points brought forward; we are looking for more of the membership to get involved and assist with to resolve these issues; by the fall AGM, standard nominations are taken and then vetted for various positions; a list of action items have been developed from the items brought forward, and follow up should be provided by the Assoc; member encouraged to return to other meetings and get in touch with the Assoc regarding future involvement

6. Board of Directors Positions

- There have been a number of Resignations and there is now a number of Position Vacancies, Possible Replacement Candidates, etc...

- Deemed Vacancies and Bylaw 5.12.5; we have had a number of Directors who have agreed to join the Board and have not been attending meetings; in the vetting process it must be made clear to the individual volunteering to become a Board of Director the attendance at board meeting requirements; discussion related to the number of people on the board; the time and responsibilities required of a Director is perhaps preventing many people taking on positions; idea of creating more sub committees under Director positions also discussed; policy and bylaws need to be followed but framed in such a way that flexibility is allowed; an important question to consider is ... "is it necessary to expect all Directors must be in attendance at every Board Meeting?"; recruiting is a significant issue that needs to be addressed and a process of recruitment needs to be developed; nominations committee needs to be formed (typically VP HL, VP Rep, operations, & another member of the Board); nominations committee will consist of the Director Of Camps (S.Teierle), VP HL (C.Lovie), Bantam Director (P.Pieschke), Umpire Director (T.Bourne), and Webmaster (A.MacGillvary), President (M.Teierle); discussion of incentives offered to Board Members but this would contravene the bylaws in that Directors can not receive financial benefits from the Assoc

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7. Day and Timing of Board of Director Meetings

- Discussion of altering between holding the Board meetings every Monday or Tuesday
- Will revisit in first meeting after the AGM; send out a doodle poll to get member's availability; also discuss the option of Skyping in to meetings

8. Decommission or Keep Action Items Record (Board of Directors Ongoing)

- Question by Secretary as to whether or not this document is being used or is there another way to keep record of Actions items; possible to share as a google doc; the accountability aspect and completion of the items is the issue currently; suggestion is to have secretary to maintain the recording of the action items; table for next meeting as to how we will employ this document as well as keep directors informed about and accountable for completion of assigned

9. 2017 working budget

- The working budget has been completed and updated; actual and budgeted amounts reported; small discrepancy but for the most part numbers are in alignment; numbers reported and the Assoc is in the Black; this living document and the updates have been completed

10. Executive Reports, Action Items and/or Motions

- a) Treasurer N.Hrycun
 - Profit of aprox 87,000 this season; still balances owing to the Assoc (at aprox 8,000 currently); an Assoc player has requested support from the Assoc to help cover some of his cost for travel to two National Tournaments he was picked up for play for other Assoc teams; some information has been brought forward by the previous facilities director re: equipment request costs, selling of some of our equipment; ATV equipment
- b) VP House League C.Lovie
 - Timing of Coach Surveys; communications director was contacted and the surveys went out right after the Provincials weekend; important that our surveys get sent out as soon as is feasible in order to take action on the results and incorporate this feedback into planning; as well to catch people when baseball is still in mind; an annual date needs to be set for the communications position profile so it is standard, automatic, and consistent year to year; table for next meeting; VP HL to contact and collaborate with communications director on this item
- c) VP Rep Program M.Teierle/Rep Committee
 - Rep Committee meeting recently held; set in motion a process for debriefing and player end of season audits; discussed focus on VP Rep Position profile development; discussion of possibility of creating an advertised, contracted, and paid Technical Director position for the Assoc to establish greater continuity in player development across the Assoc and to provide a support resource to our coaches across the Assoc; will be putting together a full proposal and will be putting forward to the Board and the membership; timing of this is of the essence; Rep Directors position profiles, expectations and responsibilities continue to be refined and revamped; tryouts preparation and planning, coaching honorariums discussed; waiting to hear back from Directors resigning whether they will be taking care of

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Pee Wee and Bantam season ending check outs; will be looking for 2 Rep Directors and a VP Rep

d) President

M.Teierle

- Held an initial Executive meeting for the new season planning and the current challenge of recruitment and filling Vacancies discussed; maintenance discussed and looking forward to next year as to how we can increase our Assoc membership involvement in the maintenance of our diamonds

11. Operations &/or Committee Action Items and/or Motions

- None requested or sent for today's meeting

12. Operations &/or Committee Roundtable Updates/Reports

- Communication via email from C. Scheetz (Director Log Cabin); our current "Mr. Fix it (Chris) has resigned; M.Ewaskiw and K. Clelland to stand in for the interim until a new individual can be located
- Webmaster (A.MacGillvary) website discussion and upcoming improvements; received a demo from Ramp Interactive last week; website technology not perfect but the technology is excellent; online payment and registration options available; each level of play can each have their own section; very mobile friendly; updates; has a component similar to Team Snap (\$35 cost per team) and has superior components to Team Snap; tournament components available; streamlined and digital diamond booking system included; log cabin and facilities booking capacities; has a classified feature; game results feature; pricing is reasonable; one time fee for set up is \$500 and turn around time for set up is approximately 2-3 weeks; \$600 licensing fee per year; \$2 per registration; \$300 for umpire scheduling of games; \$25 per criminal record check; extensive package with a number of important features that is fairly reasonable in cost; will continue to look at another options but this system showed impressively and aligns with BA who also employ this system; will be a huge time saver and incredible storage system for the Assoc (historical information and trend tracking)
- Questions about flexibility; yearly fee license and each year would renegotiate and renew
- Push and alignment with BA wondering if it works both ways?
- Is there an ability to place rules and guidelines as to how facilities are assigned?
- Is there potential for usage for evaluations in tryouts and providing updates to players?
Working on trying to develop for the upcoming season
- will bring back to the board more information and costs to the Assoc

13. New Business and/or Business Arising

- CP#9 and North Development; did walk around with county; were told we are overusing our CP#9 diamond and at current use will need to be replaced in 2yrs approx.; county is looking at another piece of land to develop a sports facility rather than at the CP North area; county will be updated the land use plan document; work to be done in developing a more solid plan for facilities maintenance and future development
- SH facilities paving will be completed wherever there is gravel (under bleachers, walk ups, and at all five diamonds); total cost of 25,000; cost to the Assoc 10,000;

14. Next Board Meeting - to be announced (October 9 at 7 PM is Thanksgiving Holiday)

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15. Meeting Adjourned at 9:25 pm

MOTION by C.Lovie, seconded by T.Bourne. **MOTION approved** unanimously (8 votes)
ATTACHMENT A

SPMBA Board of Director's Meeting
Monday, September 11, 2017 at 7 PM

Guest Member in Good Standing List of Items

- 1) Looking forward plan for coaching next year - parent coaching in Rep AAA – bantam and above
- 2) Long term athletic development – SPMBA checks and balances
- 3) Contracts and expectations of paid coaching staff outlining payment amounts and other expenses
- 4) Policies and guidelines on SPMBA website being updated with accurate, consistent information regarding paid coaching staff – team expectations for paid coaching staff
- 5) Proper manager training and provision of information and guidelines for managers on teams with paid coaching staff
- 6) Coaching certifications required – path to certification – coverage of expenses – general information
- 7) Inconsistencies in following AGLC policies and procedures regarding raffle licenses.

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