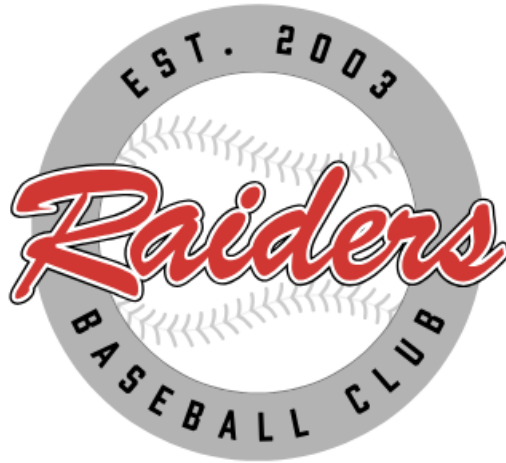




It truly is remarkable and a testament to their dedication that CBS Minor Baseball continues to field many volunteer coaches across all divisions, from 6U right up to 18U.

In today's sporting environment, the challenge of finding and keeping committed coaches has never been greater. It's not just about showing up to practice and games; our coaches are now asked to dedicate significant personal time to meeting rigorous standards. This includes completing necessary baseball-specific training courses, undergoing criminal record checks, and fulfilling other essential safe sport requirements.

We know these tasks are often tedious, demanding, and require a substantial investment of personal time and effort. We want to be unequivocally clear: it is incredibly difficult to find people willing to step up and dedicate themselves fully to these demanding roles. That is why we are so genuinely grateful to every single volunteer who takes on this responsibility.

Your commitment to meeting these high standards ensures that our young players are not only learning the game but are also in a safe, positive, and professionally guided environment. Thank you for making the extraordinary effort required to be a dedicated coach in our league.

Coaches Per Team

Age	AAA	AA	A	House League	Total
U7	x	x	x	x	9
U9	x	x	x	x	20
U11	4	4	3	6	17
U12	x	x	x	x	5
U13	4	3	3	3	13
U14	x	x	x	x	4
U15	4	3	x	x	7
U18	x	4	1	x	5
					80

Successes From 2025:

- Creating a Coaching Committee - President, All-Star Director, Junior/Senior Director, and Coaching Director. In a very short window of time, this dedicated group managed to organize, vet, and place coaches for the entire league, ensuring that the season could kick off smoothly and on schedule. Their focused, determined effort was truly fabulous, and their commitment made the difference between a staggered start and a perfectly organized opening day!
- CBS Baseball successfully provided a good balance of practice times this year (2 Per Week), indicating that the scheduling process was effective in making sufficient

field slots available for development. However, many of those slots were not filled, which limited the field's utilization. To solve this, implementing a centralized system (which included the metro schedule) to manage all team schedules would prevent unused practice times from being held, ensuring that desirable slots are always available to the teams ready to use them.

- Based on feedback I gathered from numerous players, the single most positive thing volunteer coaches bring yearly to U11-U18 baseball is their essential role as mentors who instill invaluable life skills, such as resilience, teamwork, and discipline, ensuring the program focuses on character development and a love for the game, far beyond just teaching technical baseball skills.
- Challenges from 2025. CBS Raiders is dealing with a classic challenge in amateur sports: the conflict between required coach certification standards and volunteer recruitment process which is very intimidating for some. The difficulty in recruiting coaches for your AA and A-level competitive teams (U11AA, U11A, U13AA, U13A, U15AA, and U18) is almost certainly directly tied to the high coaching criteria set by the official 2025 Provincial Championship Coaching Requirements (Baseball NL / Baseball Canada NCCP) - 40+ hours of time. Implementing a mentorship-based for CBS Baseball is needed to train and support new volunteer coaches for competitive teams to have consistency year to year to help the coach develop to elevate sometime across all coaching staff.
- The Coaching Director received a total of nine parental complaints, four concerning players and five relating to coaches, U11-U18 divisions. While no formal complaints regarding the coach selection process were received from coaches, the Director did engage in follow-up conversations with individuals who were not selected.
- One of the most significant challenges this season has been the impact of introducing the “A” team into metro league competition. The dual rostering of players between the metro and House League programs has disrupted the focus and consistency of House League development. This issue has been compounded by varying levels of commitment from House League coaches across all associations, resulting in an unacceptable number of cancelled games—well

beyond what could reasonably be attributed to weather or other unforeseen circumstances such as fires experiences this year. To move forward, it's essential to establish clearer separation between programs. By recruiting dedicated players and coaches specifically for House League and introducing blackouts or protected-game scheduling to minimize conflicts with "A" team play, we can ensure games proceed as planned. This structure will strengthen player development, improve reliability across the league, and open the door for greater participation in CBS Raiders Baseball.

To conclude, I want to express my deepest gratitude for all the dedicated volunteer coaches this year; your passion and commitment remain the foundation of our program, providing invaluable guidance and a positive experience for our athletes despite the operational challenges we've faced.

Les MacFadden

Coaching Director