

Board of Directors Meeting October 20, 2024 Minutes



ATTENDANCE:

- Lisa Parkes
- Rachel Allan
- Baukje Edamura
- Terri Boizard
- Lavaughn Larson
- Scott Wheatley
- Jason Ranchoux
- Diane St-Denis, Executive Director
- 1. Call to Order
 - 1.01 Land Acknowledgement

L. Parkes called the meeting to order at 10:03 am and provided a brief land acknowledgment.

1.02 Opening Remarks

L. Parkes congratulated everyone on being elected to the Board. After inquiring if anyone objected to her chairing the meeting, she proceeded with the agenda.

- 1.03 <u>Approval of the agenda</u> Moved by R. Allan, seconded by J. Ranchoux, to approve the agenda as provided at the meeting. Carried Unanimously
- 1.04 Approval of the minutesMoved by L. Larson, seconded by S. Wheatley, to approve the minutes from the September17, 2024 meeting as provided at the meeting.Carried Unanimously
- 1.05 Debrief on Bylaw Discussion & Next Steps
 - Election

L. Parkes asked D. St-Denis to chair the election process. Seeing as the new by-law 5.1 is silent on how the election of officers is to be held, D. St-Denis offered the following procedure:

- address one position as a time;
- request for nominations;
- if more than one nomination, election would be by show of hands

Nomination for President

• S. Wheatley nominated L. Parkes. No other nominees. Parkes appointed as president by acclamation.

Nomination for Vice President

• S. Wheatley nominated L. Larson. R. Allan nominated B. Edamura. Vote four (4) to three (3) in favour of Edamura.

Nomination for Treasurer

- Parkes nominated R. Allan. No other nominees. Allan appointed Treasurer by acclamation.
- Onboarding

D. St-Denis confirmed that each director would be receiving an email on Monday with onboarding instructions including the volunteer agreement, conflict of interest declaration form, and volunteer clothing ordering instructions.

- Council/ Committee Chairs Appointments

With the permission of the chair, D. St-Denis offered the following for the Board's consideration as it pertains to Board member seeking to be the chair of a council.

- 1. It would be against the board structure that was approved by 2/3 of the voting delegates as we would be simply using a different path to achieve the same outcome of having a director from the board managing the council.
- 2. Having someone else than a board member as chair of the council contributes to our succession planning. We need to stop having only the same few people contributing to leadership role in the association.
- 3. The director should be free to speak and vote as they see fit at the Board level without having to qualify their comments as "I have to support this motion as it came from my council" instead of supporting or not supporting a motion or policy for the betterment of the sport in general.

D. St-Denis confirmed that she would be sending a doodle poll to members of all three councils to schedule a meeting where they would bring forward a recommendation for a chair. The goal is to have the chairs in place within the next 10 business days.

- What we heard and direction to Governance Committee Two items were identified:
 - Reviewing the handbook to ensure references to director positions were addressed prior to the next publication.
 - Bringing forward to the next AGM a motion on "representation".

2 Email Votes

October 1, 2024

Motion to forward the attached (Appendix A) notice of motion to our Western Canada colleagues for discussion at their next meeting. Carried (C. Bryden abstained)

October 8, 2024

Increase the team fees for U11C Celebration events from \$335 plus GST to \$400 plus GST. This allows for payment of two umpires per game, and for a Softball BC Rep and UIC to attend the events. It also allows us to raise the host grant from \$100 to \$125 per team. The events will be revenue neutral. Carried (S. Wheatley abstained)

October 8, 2024

Increase the team fees for U13C Regional Championship events from \$350 plus GST to \$400.00 plus GST. The current fee does not cover all costs related to these events. The increase allows for payment of two umpires per game, and for a Softball BC Rep and UIC to attend the events. It also allows us to raise the host grant from \$100 to \$125 per team. The events will now be revenue neutral. Carried (S. Wheatley abstained)

October 14, 2024

Motion: "To approve the revised proposal for the 2025 pilot U11 Rep Showcase Event as circulated, along with the proposed championship rules."

Failed (FOR – Larson & Wheatly, OPPOSED – Parkes & Ranchoux, ABSTAINED – Groff, Langley, Allen, Bryden)

3. Operational Business

3.01 AGM debrief report and 2025 format

The board agreed in principle to the following format.

- Friday travel day
- Saturday all day meetings followed by Banquet
- Sunday AGM followed by Board Meeting

The office will start searching for a venue with an eye of bringing a recommendation to the Board in January.

3.02 Strategic Planning

D. St-Denis provided a handout which gave an overview of the work the Board will need to undertake with Toa Consulting. She will be conducting a doodle poll to identify a date for the Board to receive a briefing from the consultant(s) prior to them starting the consultation process with the members.

3.03 viaSport Operational Enhancement Initiative

D. St-Denis provided a handout which gave an overview of the work the Board will need to undertake as part of the Operational Enhancement Initiative. She recommended the President, Vice President and Treasurer join her as part of the leadership team for this project. The directors supported the recommendation.

As noted in the handout, D. St-Denis will send a brief survey to each director for feedback, summarize the results and provide a report to the Leadership Team to review before the first meeting with Sport Law. Preliminary thoughts on priorities were:

- Strategic Plan
- Policy Review
- Safe Sport ITP
- Review Committee Structure (purpose and composition) and Terms of Reference
- District Review
- Membership from categories, definitions, application and approval process to membership rights
- Servicing and growth of men's and boys softball

4. New Business

4.01 Softball Canada Motions

The Board reviewed the motions circulated by Softball Canada and the feedback received from both the Men's & Women's and the Minor Advisory Councils. Softball BC delegates attending the Softball Canada AGM we directed to support all motions.

T. Boizard will be joining. L. Parkes, J. Ranchoux and D. St-Denis for the Congress. Parkes, Ranchoux and Boizard will be the voting delegates.

4.02 Championship Schedule

Moved by L. Larson, seconded by R. Allan to host the U17A on July 4th to 6th and the U19A on

July 19th to 20th with the Women's A & B Championship.

5. <u>Next Meeting & Adjournment</u>

December 13th and 14th @ Coast Tsawwassen Inn

- Friday 3pm to 6pm meeting followed by dinner and social with staff. Dinner in meeting space
- Saturday 8am to 3:00pm meeting, continental breakfast and working lunch supplied.
- All are staying at the hotel except Wheatley. All are driving except Ranchoux. Office will arrange the flight.

Moved by J. Ranchoux, seconded by R. Allan to adjourn the meeting.

Carried Unanimously



2025 NOTICE OF MOTION FORM

PROPOSAL

Please u	se	full senter	nces. Ty	/pe the	e change	in its	entir	ety even if	you are	only adding	one word.		
PROPOSED RU CHANGE FOR:	LE		Coach	Certific	cation								
Submitted by:	Sof	tball BC											
TYPE:	F۸	AST PITCH	Х	X SLO-PITCH ORTHODOX ALL									
Championship Rules		Article 5			Letter: e	(iii)		Number: 1					
WHEREAS:	WHEREAS: Currently the rule states Minor Categories: categories require one of the registered coaches to be fully certified in NCCP Competition Introduction And U13 age category has been added to the championship categories.												
ADD:		xception: ⁻ rained" ir			• • •			•	ed coac	ches to be qu	ualified as		
RATIONALE:	RATIONALE: U13 category is unique to Western Canada Softball Championships. It is recognized as an entry level to the Competition pathway for athletes and coaches. It is difficult for a coach to complete all necessary stages for full certification in NCCP Competition Introduction when they are new to this pathway. NCCP Competition Introduction Trained would be better aligned to the development of coaches and players in U13 age category.												
	A 11	nronocod	changes	muet	na submitt	od on	thie f	orm This f	orm may	/ be reproduce	d		
	All	proposed	changes	must		eu on	uns 1		orminay				
	RETURN TO SOFTBALL BC BY September 20, 2024												

FINAL RECOMMENDATIONS: ___Carried ___Amended ___Withdrawn ___Defeated

Email vote of October 14, 2024

Motion: "To approve the revised proposal for the 2025 pilot U11 Rep Showcase Event as circulated, along with the proposed championship rules." (See appendix A for supporting documents)

VOTES WITH COMMENTARY

OPPOSED OR CONDITIONAL

J. Ranchoux: EMAIL Oct 8 - I approve pending the following change to the proposed rules: Rule 29 should clarify: Coach/Parent must wear a mask

> Player must be wearing full Catchers gear ie: Mask, Chest Protector, and Shin pads This brings into alignment with our rules and practice at all other levels.

EMAIL Oct 8 - Based on my misunderstanding and this clarification, I cannot support a singular U11Rep Softball BC event.

Our mandate is to ensure Softball for All and if we go forward with this limited access Provincial event, it puts Associations outside of the Lower Mainland and smaller associations Province-Wide at a disadvantage to participate in this event based on the current rules regarding roster signings.

Again, I want to strongly note that U11Rep does not exist withing Softball Canada's Long-Term Player Development program. I don't believe that we should be pushing forward with alterations to the LTPD model that only benefit a minority of the members solely because "they are doing it already." Especially with changes that not all our members have equal access to.

My suggestions to receive my support are:

U11 Rep Regional Celebration of Softball in the same vein at the 13C Regional Championships, but NOT a limited registration 16 team Provincial Championship. - If as Lavaughn says, there is a potential for 48 teams...and we want to provide equal access, this is the only way to go.

Long story short, I really do not want to create something that only benefits a small minority of our members based in the Lower Mainland and nowhere else.

L. Parkes: EMAIL Oct 8 - As mentioned at the last meeting, our District has always had "tier 1" and "tier 2" teams, has pretty much always sent two teams to Burnaby (one made up from Langford's 5-6 U11 teams, one called the South Vancouver Island Angels that is made up of kids from all the other associations), and those teams have never even been competitive in the top tier there. I would prefer not to pass this saying "only Districts without rep teams may signed combined teams" without further consultation and discussion.

> EMAIL Oct 8 - Thanks Lavaughn, for the clarification, and Jason for your further thoughts. It's important that we get this right and we adjourned it from the last meeting to give ourselves time to discuss further as people did have concerns and thoughts. I feel that we should add this to the December meeting for further discussion. We can open registration in the new year with still lots of time for details to be figured out I think?

IN FAVOUR

S. Wheatley L. Larson

ABSTAINED

A. Groff K. Langley R. Allen C. Bryden

APPENDIX A

Email of Oct 8 from Larson offering clarification

From: Lavaughn Larson <<u>minordirector@softball.bc.ca</u>> Subject: Re: Request for a vote - Action needed prior to Oct 14th.

Hi. I should have added a rationale as to why the group did not want to allow combined teams from individual associations.

The U11 Rep Showcase pilot events were planned and approved for 3 events capped at 16 teams each. These events are to provide a year-end event for those teams who register as U11Rep since there was nothing else provided by Softball BC for them. At 3 events, that means that 48 teams could potentially attend. If we allowed every association to create a combined team to attend, there may not be enough spots for the actual U11 Rep teams who want to attend.

The Burnaby Super Mite tournament was not a Softball BC event, and the intent of the Showcase events is not to replace that tournament but offer a year-end Softball BC event for this category and classification.

U11 Community teams can attend the U11C Celebration events in their area. Article 8.9.4.f. allows for teams to combine for that event from their own district.

I hope that clarifies the thinking of the group.

U11 Rep proposal for U11 Rep Showcase Events (Pilot)

REVISED MOTION: Establish a pilot of the U11 Rep Showcase events for 2025. Event outcomes, feedback and rules to be evaluated after the 2025 season by the committee. Draft rules are attached. Article 8.3.2.1 will apply to creating a combined U11 Rep team to compete in the U11Rep Showcase event in a district that does not have a U11 Rep team registered.

Details previously approved by the Board of Directors

• These are not provincial events and there are no district playdowns

- 3 events with 2 in the lower mainland and possibly one on Vancouver Island or in District 9 (like a regional)
- Each event would be capped at 16 teams
- Format to be a 3-game round-robin with top 8 and bottom 8 teams moving to single knockout playoffs
- Timing June 27 to 29 weekend for 2025
- All teams who wish to enter the year-end event can register to do so first come, first serve, however teams can choose first and second choice of location. To create meaningful competition, the committee will determine the best location to balance skills and abilities of teams.
- Events need to be advertised earlier with notice of cap to number of teams to increase urgency to register.
- \$450 to be charged for each team so that the events are revenue neutral. See financial spreadsheet attached.

U11 Rep Showcase Rules for 2025 DRAFT Sept. 30, 2024

- 1) Game time: no new inning after one hour and 30 minutes for all games.
- 2) Softball BC rules shall apply in all cases not covered below.
- 3) This is a no protest tournament.
- 4) Base Path: 45', pitching distance 35', 11" hard-core ball.
- 5) Format: 3 game round robin with all teams seeded into single knockout playoffs.
- 6) Medals will be awarded for first, second and third after the single knockout playoff rounds in both the gold and silver brackets.
- 7) Time will start after the first warm up pitch and a new inning is deemed to start on the umpire's "out" call of the third out on the home team.
- 8) Scoring: 2 points for a win, 1 for a tie, 0 for a loss. Runs and bases touched are to be counted.
- *9)* SEEDING will be based on win/tie/loss record (2 points for a win, 0 for a loss, 1 point for a tie)
 - a. To break a tie: Winner of head-to-head against all teams they are tied with.
 - To use this criterion, all subject tied teams must have played each other, and one team must have defeated all the remaining teams they are tied with to be ranked higher.
 - If more than two teams are tied for any seeding position based on win/loss/tie record the head-to-head criteria (a) shall be applied repeatedly before proceeding to b)
 - b. If still tied: Run differential totals (score differential limit up to +7 runs or -7 per game).
 - c. If still tied: use total bases touched for or against (score differential limit up to+30 or -30
 - d. If still tied: Least runs scored against during round robin.
 - e. If still tied: use total bases touched of all games played.
 - f. If still tied: a coin toss will be used.

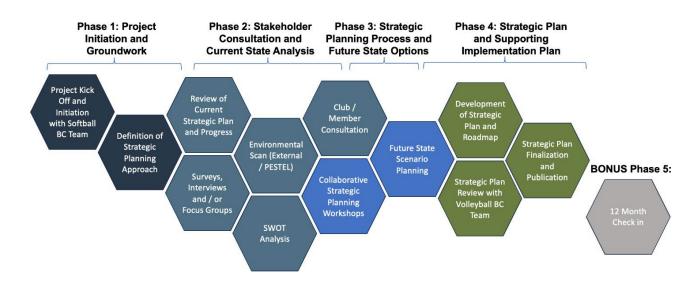
- *10)* In single knock-out playoff games, extra innings must be played until a winner is declared. International tie break rule will be played in extra innings.
- 11) Teams must start with 9 players but may play with 8 players due to injury. The 9th batter is NOT automatically out. If a player arrives late, they may be added to the bottom of the line up. A player who leaves the game for any reason may not re-enter that game. Note: leaving the game means that if the player is not available to bat in the batting order that was submitted at the start of the game, they will not be eligible to rejoin the game.
- *12)* Teams will bat the complete lineup and will have unlimited defensive substitutions.
- 13) Maximum of 4 runs per inning for all games.
- 14) Run Ahead Rule: 10 runs after 4 complete innings, 7 after 5 complete innings.
- 15) Pitchers may pitch up to 3 innings per game. One pitch is considered an inning. There is no coach pitching permitted.
- *16)* All players must play at least 2 innings per game on defense in the first 4 innings of the game.
- 17) Stealing: Base runners may steal two bases on any legally pitched ball when it has left the pitchers hand. Players who leave before the ball leaves the pitchers hand will be called out for leaving early.
- *18)* Runners may not advance to home on a steal, passed ball or wild pitch. The player must be batted in or forced home by a walk.
- *19)* Sliding is allowed.
- 20) Bunting is permitted.
- 21) No dropped 3rd strike. Batter is out and may not run to first.
- 22) The infield fly rule is not in affect.
- 23) Walks are permitted but no intentional walks.
- 24) A coach may use a courtesy runner for the catcher or pitcher of record with two outs to prepare for the next inning.
- 25) Pitchers must wear an infield protective mask.
- 26) All catchers must wear full catchers gear, including shin guards (with knee coverage), chest protector, helmet or skull cap and mask, throat protector, and pelvic protectors (jocks or jills).
- 27) Batters and base runners must wear helmets with straps done up from dugout to dugout unless compression helmets are used.
- 28) All teams must wear their full matching uniforms with shirts completely tucked in with hats or visors worn properly.
- 29) Anyone (Player, Coach, or Parent) receiving pitches before or during a game must wear a mask with a throat protector.
- *30)* Coaches must wear closed toe shoes. Metal cleats are not permitted.
- 31) Umpires must be respected. The head coach, or in their absence, another coach shall be responsible for the conduct of the team's attendees. An ejection of the coach may result if the behavior is seen to be disruptive and disrespectful.
- 32) The goal is for all teams to have a positive experience and most of all to have fun!



High-Level Approach

Based on our understanding of Softball BC's needs, we have proposed a five-phase approach to this project. A description of each phase of this approach have been defined below. Please note that proposed duration and timelines by phase can overlap. The project timelines are fixed between October 2024 and November 2025.

This approach is 100% scalable depending on your needs. If we need to expand the scope of the stakeholder consultation, as an example, the methodology and approach proposed below can be replicated accordingly, then tailored to that stakeholder group.



Phase 1: Project Initiation and Groundwork

The first phase of the project is focused on project initiation and laying the groundwork for success for the rest of the project. This phase establishes and defines the critical path outlining all components of the strategic plan development process, including direction, scope, objectives of the project, and key activities. It also aims to ensure that the project is well-planned, prepares for stakeholder consultation and buy-in, and is aligned with the organization's vision and mission. A critical piece of this phase is the design of the actual strategic planning process (including staff, Board, committee, stakeholder and member consultation).

Phase 2: Stakeholder Consultation and Current State Analysis

This second phase of the project is a heavy lift and critically important for defining an effective Strategic Plan. Building on the groundwork from Phase 1, this phase begins by looking internally within Softball BC to: i) Review and analyze the current Strategic Plan, including Vision, Mission, and Values; ii) Assess the progress against the latest strategic plan, and iii) Determine which elements should be carried forward and be reflected in the updated strategic plan. To objectively analyze the current and future options for the Softball BC strategic plan, it requires a deep level of stakeholder engagement. Step iv) is the development of a consultation plan to gather feedback from key stakeholders, including but not limited to Softball BC members, Board and committee members, and staff. The goal is to gather feedback about current and future desired strategic direction of Softball BC. The final step is the



Phase 2: Stakeholder Consultation and Current State Analysis

analysis of all of the desk research and stakeholder consultation: v) Reflect on the needs, voices and interests of a changing and diverse community, and vi) conduct opportunities and risk assessments (e.g., through SWOT, PESTEL and other similar environmental scans and assessments). Given you have specifically requested the analysis of the political, economic and social factors affecting Softball BC, we recommend the PESTEL analysis to be a primary analysis tool. This review ultimately provides a "current state analysis" of the external environment in which Softball BC operates. **SCALABILITY = 100%**

Phase 3: Strategic Planning Process and Future State Options

Developing a new strategic plan and supporting implementation plan for 2025-2029 is the objective of this phase. The strategic planning process is grounded in the "Cascade of Strategic Choices" approach (detailed above), supporting the definition of a future-state vision, encouraging the exploration of future strategic options to propel sustained growth and formulation of recommendations across three (3) workshops: 1 > Visioning, 2 > Strategic Options, and 3 > Capabilities and Required Resources for Implementation. Workshops can be in-person, virtual or a hybrid of the two. These workshops can be reconfigured or even repeated if multiple sets of stakeholders are required to be engaged. This phase will focus on exploring what role Softball BC wants to serve in the British Columbian sport system, what the options are for establishing and fulfilling that role, the decisions that need to be made and identifying the organization's priorities from 2025-2029. SCALABILITY = 100%

Phase 4: Strategic Plan and Supporting Implementation Plan

The culmination of all the consultation, collaboration, analysis and assessments in this project result in the Strategic Plan 2025-2029 for Softball BC. This Strategic Plan will articulate what Softball BC intends to become with their vision, while also outlining strategic options and recommendations required to fulfill the future-state vision, mission and plan defined. Working with your staff, senior management team, and/or Board and committee, we will dive into the tactical actions and considerations for your Strategic Plan, resulting in a supporting action/implementation plan and metrics. Ensuring the strategic plan defines measurable elements to be monitored regularly is an important component of this phase of work. Identifying Key Performance Indicators (KPIs) and success factors is necessary for credible reporting to the Board of Directors, and members. **SCALABILITY = 100%**

BONUS Phase 5: 12-Month Check In

In our commitment to you and the importance of this project, we would like to offer Softball BC some touch points or check ins over the 12 months following the development and launch of your Strategic Plan... *free of charge*. The first year is a critical year that we would be honoured to support you through integrating this Strategic Plan. **SCALABILITY = 100%**

PLEASE NOTE: Toa Consulting team is proposing this approach based on our experience and our interpretation of your request. We encourage your feedback – if you think we have over-scoped or under-scoped any activities, we are amenable in our approach.



APPENDIX 3: Detailed Project Plan

Key Activity / Deliverable	§ Oct 21 - 25	Oct 28 -	Nov 4 - 8 Nov 11 - 15	Nov	Nov 25	M Dec 2 - 6	Dec 16 -	Dec 23 - 27	Dec 30 - Jan 3	Jan 13 -	Jan 20 -	Jan 27 -	12 Feb 10 - 14	Feb 17 -	Feb 24 -	Mar 3 - 7		Mar 24 -	Mar 31 -	Apr 7 - 1	Apr 14 - Anr 21 -	6 Apr 28 - May 2	May 5 -	May	May	Jun 2 - 6	Jun 9 - 1		Jun 30 -	1 - 7 luC	55 Jul 14 - 18 56 Jul 21 - 25	Jul 28 -	Aug 4 -	Aug 11 -	Aug 18 -	ti Aug 25 - 29 € Sep 1 - 5	Sep 8 -	Sep 15	1	56 Sep 29 - Oct 3 Oct 6 - 10		oct	1
Project Management																																											
0.1 Prepare workplan, proposed dates and milestones		X	×																	_										_										—	—		
0.2 Set up online project management / team collaboration site (e.g., MS		X								-			-				-			-										-		-			+		-		+	+	+	+	
0.3 Prepare status update template			X							-			-				+			-					-			-		-		-			+		-		-	+	+	+	
0.4 Prepare / conduct regular status meetings (Project Sponsor / Project Manager)																(-		-			- 7						-	+-+	_
0.5 Ongoing project management	-	X		X	X	x x			X	X	X	X X		X	X	XX	XX	X	x	X		X	X	x x	X	X	XX	< X	X	X	XX	X	X	X	X	XX	X	X	XX	XX	< X	X	_
Phase 1: Project Initiation and Groundwork	_	^	^ ^	Â	<u> </u>				-	<u> </u>	^	^ _ ^	· ^	^	^	^ /	<u>^ _ ^</u>	^	^	^ / ^	<u>`</u>	^	^ /	^ _ ^	-		^ / ^	<u>`</u>	^	^ .	<u>^ ^</u>	-	^	^	<u>^</u>	^ _ ^	-	^	<u>^</u>	<u>^</u>			_
1.1 Prepare and conduct Project Initiation Meeting				X						-			-			_	_			-	_		_	_	-		_	_			_	-				_	-			+-	+	┝╼╋	
1.2 Develop a list of required resources / documentation	_		×	1 2 1		_				-		_	-			_	_			_	_			_			_	_		_	_	-			+	_	-		+	+	+-	┿╋	_
1.3 Establish a Project Steering Committee	-		XX			_				-		_	-			_	_	+		_	_			_	-		_	-		-	_	-			+	_	-		+	+	+	┿╋	_
1.4 Design the Strategic Planning process (including desired analysis)			XX			_				-		_	-			_	_			_	-			-	-		_	_		_	_	-			+	_	-	+	-	+	+-	┿╋	_
1.5 Confirm deliverable scope and format	_		~ ~	Â		_			-	-		_	-			_	_			_	-			-	-		_	-		_	_	-			+	-	-		-	+	+-	┿╋	_
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1.6 Confirm project timelines, key meetings and milestones 1.7 Develop and validate a stakeholder consultation strategy			_		X	VV				-	\vdash		-				_	+		_	_			_	-		_	_			_	+			+	_	-	+	\rightarrow	+	+-	┿╋	_
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Phase 2: Stakeholder Consultation and Current State Analysis 2.1 Gather existing resources / documentation	-		-		X	× ×											_			_	_			_	-		_	_		_	_	-		_	—	_	-		—	+	+	┿┿	
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2.2 Conduct an external environmental scan (e.g., opportunities and risks)			_	+ +		XX			X	X		_	-			_	_			_	_			_	-		_	_		-	_	-			+	_	-	+	\rightarrow	+	+-	┿╋	_
2.3 Analyze current strategic plan, including vision, mission and values	_		_			X X			_	-		_	_			_	_			_	_			_	-		_	_		_	_	_			_	_	_		_	+	_	+	_
2.4 Develop a survey to analyze progress against current strategic plan	_		_	+		X X			_	-		_	_			_	_	+		_	_			_	-		_	_		_	_	-			\rightarrow	_	_	\vdash	_	+	—	+	_
2.5 Prepare an interview guide for stakeholder consultation	_		_			x x				_		_				_				_	_			_			_			_		_			\rightarrow		_		\rightarrow	+	—	+	_
2.6 Coordinate and conduct stakeholder consultations, survey and interviews	_		_			_				_	X	XX	(X	X	X	_				_	_			_			_	_		_	_	_			_		_			—	_	+	_
2.7 Assess progress against current strategic plan	_									_				Х	Х	_				_	_						_			_					_				\rightarrow	_	_	+	_
2.8 Validate findings with Softball BC team									_							XX	Sr.			_	_																_		_		_	\downarrow	
Phase 3: Strategic Planning Process and Future State Options	_		_			_				_		_	_														_	_		_	_	_			_	_	_		_	_	_	+	
3.1 Design and prepare for Strategic Planning workshops x 3															Х	XX	X																		$ \rightarrow $				-+	\perp	\perp	+	
3.2 Design and conduct survey + consultations for Strategic Planning workshops															Х	Х																			\rightarrow				\rightarrow	\perp	\perp	\square	
3.3 Conduct Strategic Planning Workshop #1 > Visioning																	X	$\mathbf{\lambda}$																									
3.4 Conduct Strategic Planning Workshop #2 > Strategic Options																					X	\mathbf{X}																				\square	
3.5 Conduct Strategic Planning Workshop #3 > Capabilities / Implementation																					_				X	~														\perp		\square	
3.6 Capture and prepare workshop outputs as input into Strategic Plan																	X	X	X	X)	< X	X	X	ХХ	X	X										-							
Phase 4: Strategic Plan 2025-2029 and Implementation Plan																																										$ \rightarrow $	
4.1 Draft Strategic Plan 2025-2029																										X	X)	< X	X		X												
4.2 Prepare presentation of the draft Strategic Plan for internal review																															х х	_											
4.3 Revise Strategic Plan																																Х	Х	Х	_							\square	
4.4 Prepare Board of Directors presentation to review Strategic Plan																																			X)								
4.5 Finalize the Strategic Plan for the Board																			LT																	X	X						<u> </u>
4.6 Present Strategic Plan to Board for Approval at AGM																																								T		X	
Phase 5: Softball BC 12-Month Check In																																											
5.1 Check Ins at key milestones																																											X

Operational Enhancement Initiative

<u>Purpose</u>

As reported at our last Board meeting, Softball BC was approved to be part of the first cohort group to take part in viaSport's Operational Enhancement Initiative being delivered by Sport Law. Participation in the initiative is part of our funding requirement.

viaSport has selected Sport Law to work alongside all 75 Designated Sport Organizations to modernize and strengthen existing governance structures and operations. The expected outcome for us - Strengthen our capacity and improve the sustainability of Softball BC.

There is also an opportunity to combine some of the work we will be doing on this project with some strategic planning tasks while ensuring alignment in the messaging we give to our funding partners and members regarding organizational priorities.

The Overview Document provided to the Designated Sport Organizations (DSOs) participating in the initiative will be sent to you early next week along with the minutes of today's meeting. A summary of the areas of focus is:

- Legal Incorporation
- Foundational Statements and Intentional Planning
- Informed Governance (Good Governance)
- Committee Structures
- Human Resource Planning and Management
- Financial Planning and Management
- Risk Management
- Safe and Inclusive Environments
- Evaluation of Programs and Services

TASK#1 - Softball BC Leadership Team – to be completed by Friday, October 25th

Our first task is to identify our leadership team. Sport Law has recommended the following structure

- ED/CEO
- at least one board member (chair or governance chair); and
- no more than three (3) individuals.

Commitment

- Will attend 4 6 meetings with Sport Law over the length of the project
- Spend 4 8 hours per month (per person) gathering information, reviewing information, reading reports, answering emails etc.
- The project started on October 16th and ends March 1st, 2025.

TASK #2 – Prepare for our Initial Meeting – to be completed by November 1st

- 1. The ED will work with Sport Law to book an initial intake meeting. This meeting must take place before November 15th.
- 2. Explore our organizational priorities See pages 6 & 7 in Appendix A. The ED will send a brief survey to each director for feedback, summarize the results and provide a report to the Leadership Team to review before the first meeting with Sport Law—week of October 28th.



2024 CONGRESS SCHEDULE

DATE/TIME	Meeting	Meeting Room
<u>Thursday, November 7</u>		
8:30 am - noon	Board of Directors Meeting	(Manitoba Room)
8:30 am - 5:00 pm	Officiating Development Committee Meeting	(Old Bowling Green)
9:00 am - noon	Staff Forum (SC/PT)	(Courtyard)
noon – 1:00 pm	Lunch	_
1:00 pm – 5:00 pm	SC/PT Staff 1-on-1 Individual Sessions (20 min/PT)	(Manitoba Room)
1:00 pm – 5:00 pm	PT Interaction Space	(Courtyard)
6:45 pm - 7:30 pm	AGM Rookie Session	(Courtyard)
7:00 pm - 9:00 pm	Registration, Welcome Reception	(Canadian Room)
Friday, November 8		
9:00 am – 10:30 am	Kick-off session – report on 2024 and look ahead	(Saskatchewan B)
	Strategic Plan Review	(Saskatchewan B)
10:30 am – 10:45 am	Break	-
10:45 am - noon	Umpire Relations and Recruitment/Retention	 (Saskatchewan B)
Noon – 1:30 pm	Lunch	-
1:30 pm – 2:45 pm	Canadian Championships/SORs	(Saskatchewan B)
2:45 pm – 3:00 pm	Break	_
3:00 pm – 4:00 pm	Boulevard Travel	(Saskatchewan B)
1:30 pm – 4:00 pm	National/Provincial UIC Meeting	(Manitoba)
4:00 pm - 5:30 pm	Tour of the Gordie Howe Complex	
6:30 pm	SK Night Social – "Don't Mind Us Comedy Improv"	
Saturday, November 9		
9:00 am – 10:15 am	A) Male Fast Pitch	(Saskatchewan B)
	B) Slo-Pitch	(Courtyard)
9:00 am – noon	National/Provincial UIC Meeting	(Manitoba)
10:15 am – 10:30 am	Break	_
10:30 am – noon	Host Workshop - AGMs, planning, future, events etc.	(Saskatchewan B)
12:00 pm - 2:00 pm	Lunch	_
2:00 pm - 4:00 pm	AGM	(Saskatchewan B)
6:00 pm - 7:00 pm	Cocktail Reception	

Softball Canada Hall of Fame Banquet

7:00 pm - 9:30 pm

(Saskatchewan B)



MOTION #1

Special Operating Rules

Submitted by: <u>Canadian Championship Committee</u> P/T Affiliation: <u>Softball Canada</u>

Date: September 30, 2024

REFERENCE (Section, article, number, page, etc.)

Part One, Article 2.1 c) ii) (p. 214)

WHEREAS (Article as currently written.)

ii) The hosting fee se	chedule is as follows:	
Fast Pitch		
Men's	\$25,000	
Women's	\$6,000	
U23 Men's	\$12,500	
U23 Women's	\$4,000	
U20 Men's	\$6,000	
U19 Women's	\$8,000	
U17 Boy's	\$4,000	
U17 Girl's	\$8,000	
U15 Boy's	\$4,000	
U15 Girl's	\$8,000	
Slo-Pitch		
Men's/Women's	\$5,000	

BE IT RESOLVED THAT (Motion. State whether revision, addition, deletion)

REVISION			
Fast Pitch			
Men's	\$25,000		
Women's	\$6,000		
U23 Men's	\$10,000		
U23 Women's	<u>\$4,000</u>		
U20 Men's	\$6,000		
U19 Women's	\$10,000		
U17 Men's	\$6,000		
U17 Women's	\$10,000		
U15 Men's	\$6,000		
U15 Women's	\$10,000		
Slo-Pitch			
Men's/Women's	\$8,000		



RATIONALE

Softball Canada's costs (flights, accommodations, per diem) to send Supervisors, UICs/DUICs and officials to Canadian Championships have increased due to inflation so a revision of the hosting fees is in order.

The U15/U17/U19 Championships on the Women's side each regularly attract 20+ teams and have been extremely profitable for the hosts, so an increase is warranted. These events receive multiple early bids.

The U15/U17 Championships on the Men's side were introduced at a lower hosting fee (\$4,000) to attract hosts. The Championships are now fully established and regularly attract between 8-12 teams.

The U23 Men's event regularly attracts 6-8 teams, so a reduction is in order.

The Men's/Women's Slo-Pitch Championships attract 32+ teams combined. While they typically don't charge a gate fee, there are plenty of other opportunities for the host to make money with that amount of participants.

The U23 Women's Canadian Championship is no longer being offered.

Finally, U15/U17 Championships will be renamed from Boy's/Girl's to Men's/Women's to be consistent with the terminology used for WBSC World Cups.

New hosting fees would come into effect for the 2026 Canadian Championships, as 2025 hosting agreements are already in place.

FINANCIAL IMPLICATIONS (Softball Canada, Provincial/Territorial, Individual)

Total increase of \$10,500 in hosting fees paid by hosts to Softball Canada.



MOTION #2

Special Operating Rules

Submitted by: <u>Canadian Championship Committee</u> P/T Affiliation: <u>Softball Canada</u>

Date: September 30, 2024

REFERENCE (Section, article, number, page, etc.)

Part One, Article 2.1 d) i) (p. 214)

WHEREAS (Article as currently written.)

d) Passes		
i) Tournament passes will be issue	d up to the f	ollowing maximums:
Players	17	
Coaches and managers	5	
Bat boy/girl	1	

BE IT RESOLVED THAT (Motion. State whether revision, addition, deletion)

REVISION

d) Passes

i) <u>Participant</u> passes will be issued up to the following maximums <u>according to the Official Player List</u>: Players 17 (20 for Women's Slo-Pitch and Master Men's) Coaches 5 Bat boy/girl 1

RATIONALE

Housekeeping. Women's Slo-Pitch and Master Men's teams are now allowed up to 20 players on their Official Player List.

FINANCIAL IMPLICATIONS (Softball Canada, Provincial/Territorial, Individual)

Cost of up to three additional participant passes per team for Canadian Championship hosts in Women's Slo-Pitch and Master Men's categories. Savings to hosts from participants sharing their pass.



NOTICE OF MOTION #3

Special Operating Rules

Submitted by: <u>Canadian Championship Committee</u> P/T Affiliation: <u>Softball Canada</u>

Date: September 30, 2024

REFERENCE (Section, article, number, page, etc.)

Part Two, Article 2.6 d) (p. 218)

WHEREAS (Article as currently written.)

d) No player of U20 category age, or under, may exercise Provincial Non-Resident ("import") status.

BE IT RESOLVED THAT (Motion. State whether revision, addition, deletion)

DELETION

RATIONALE

Some U20 aged import players could help teams attend and compete at the U23 and Men's/Women's Fast Pitch Canadian Championships. The Canadian Championship Committee has allowed it to happen in the past for the betterment of the tournament.

FINANCIAL IMPLICATIONS (Softball Canada, Provincial/Territorial, Individual)

None.

Feedback from SBBC Minor Director - I think it refers only to U20 Men's, U19 Women and higher categories. If so, then I would agree with the motion.

Feedback from SBBC Men's & Women's Director - none



MOTION #4

Special Operating Rules

Submitted by: Canadian Championship Committee P/T Affiliation: Softball Canada

Date: September 30, 2024

REFERENCE (Section, article, number, page, etc.)

Part Three, Article 2.1 a) iv) (p. 223)

WHEREAS (Article as currently written.)

iv) If 20 or more teams are entered, teams will be split into 2 pools and each will play teams withing their own pool. The top 2 teams from each pool will advance to the Championship Round with double life and the next 2 will have single life.

BE IT RESOLVED THAT (Motion. State whether revision, addition, deletion)

REVISION

iv) If <u>18</u> or more teams are entered, teams will be split into 2 pools and each will play teams withing their own pool. The top 2 teams from each pool will advance to the Championship Round with double life and the next 2 will have single life.

RATIONALE

With 18 teams entered, we would form two pools of 9 teams and each team would play 8 round robin games. Feedback from teams is they would prefer to avoid a modified round robin format when possible.

FINANCIAL IMPLICATIONS (Softball Canada, Provincial/Territorial, Individual)

None.

Feedback from SBBC Men's & Women's Director - none



MOTION #5

Special Operating Rules

Submitted by: Canadian Championship Committee P/T Affiliation: Softball Canada

Date: September 30, 2024

REFERENCE (Section, article, number, page, etc.)

Part Four, Article 2.1 c) iii) b) (p. 235)

WHEREAS (Article as currently written.)

b) The total runs scored in all games, with a maximum of 10 runs scored per game, will be used.

BE IT RESOLVED THAT (Motion. State whether revision, addition, deletion)

REVISION

b) The total runs scored in all games, with a maximum of 10 runs scored per game, will be used.

RATIONALE

The maximum of 10 runs scored per game was put in when runs scored was the next criteria after plus/minus and teams were running up the score. Now that total runs against is ahead of runs scored in the tiebreaking criteria, teams place more emphasis on preventing runs and the maximum runs scored is no longer as important. Tiebreaking criteria should use the actual final score of games for runs for and against.

FINANCIAL IMPLICATIONS (Softball Canada, Provincial/Territorial, Individual)

None.

Feedback from SBBC Minor Director - I am also okay with Motion #5.

Feedback from SBBC Men's & Women's Director - none



MOTION #6

Special Operating Rules

Submitted by: Canadian Championship Committee P/T Affiliation: Softball Canada

Date: September 30, 2024

REFERENCE (Section, article, number, page, etc.)

Part Six, Article 12 (p. 245)

WHEREAS (Article as currently written.)

The annual limit shall be set at a maximum of five (5) selections, not including the Trailblazers category.

Up to five (5) entrants to the Softball Canada Hall of Fame may be named each year. Except in special circumstances, nominations will only be considered for inductees from the region hosting the Annual Meeting that year. Trailblazers may be inducted any time at Softball Canada's discretion.

BE IT RESOLVED THAT (Motion. State whether revision, addition, deletion)

ADDITION

NOTE: In special circumstances, the Board of Directors in conjunction with the Hall of Fame Committee, can add additional members beyond the annual limit of five (5) inductees.

RATIONALE

This will give Softball Canada the flexibility to add extra Hall of Fame Inductees in the event there is a backlog of deserving inductees to be recognized.

FINANCIAL IMPLICATIONS (Softball Canada, Provincial/Territorial, Individual)

Possible costs to Softball Canada related to having additional inductees (travel, hotel room, tickets, etc.)

2025 District and Provincial Celebrations and Championships

		From	То	comments or alternate dates
U11C Celebrations	Provincials - Minor	6-Jun-25	8-Jun-25	June 13 to 15
U13C Regionals	Provincials - Minor	13-Jun-25	15-Jun-25	June 20 to 23
U15C, U17C, U20C	District Playdowns	13-Jun-25	15-Jun-25	
U13B, U15B, U17B,U19B	District Playdowns	20-Jun-25	23-Jun-25	
U11 Rep Showcase (if approved)	Provincials - Minor	27-Jun-25	29-Jun-25	
U17B and U19B	Canada Cup	4-Jul-25	7-Jul-25	
U15C, U17C, U20C	Provincials - Minor	4-Jul-25	6-Jul-25	U15C must be outside the lower mainland
U17A	Provincials - Minor	4-Jul-25	6-Jul-25	
U17A and U19A	Canada Cup	7-Jul-25	13-Jul-25	
U13B,U15B, U17B, U19B	Provincials - Minor	11-Jul-25	13-Jul-25	
U19A	Provincials - Minor	18-Jul-25	20-Jul-25	Host with Women's A & B
U13A, U15A	Provincials - Minor	18-Jul-25	20-Jul-25	
Boys U13, U15, U17, U20	Provincials - Minor	18-Jul-25	20-Jul-25	
U15 Girl's	Canadians - Minor	TBD	TBD	Open
U15 Boy's	Canadians - Minor	TBD	TBD	Open
U17 Girl's	Canadians - Minor	30-Jul-25	3-Aug-25	Warman, SK
U17 Boy's	Canadians - Minor	TBD	TBD	Open
U19 Women's	Canadians - Minor	30-Jul-25	3-Aug-25	Surrey, BC
U20 Men's	Canadians - Minor	TBD	TBD	Bid Pending
U13 Male and Female	Westerns - Minor	tbd	tbd	BC - August 7 to 10
U15 Male and Female	Westerns - Minor	tbd	tbd	AB
U17 Male and Female	Westerns - Minor	tbd	tbd	SK
U20 Male and Female	Westerns - Minor	tbd	tbd	MB
			T	1
M & W Slo Pitch Nat Qualifier	Provincials - Senior	30-May-25	1-Jun-25	
Women's A & B	Provincials - Senior	18-Jul-25	20-Jul-25	
W's IA & C	Provincials - Senior	25-Jul-25	27-Jul-25	
Men's IA and B	Provincials - Senior	???	???	
Women's	Canadians - Senior	30-Jul-25	3-Aug-25	Saskatoon Sask
M & W Slo Pitch	Canadians - Senior	10-Aug-25	16-Aug-25	Surrey, BC
Men's & Master Men's	Canadians - Senior	27-Aug-25	31-Aug-25	Kitchener Ont
Men's & Women's	Westerns - Senior	tbd	tbd	SK
Master Men's & Women's	Westerns - Senior	tbd	tbd	BC

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