



Softball New Brunswick Board Meeting
Saturday, February 3rd, 2023
10:00-5:00pm @ UNB Kinesiology Building

Attendance – Voting Members:

Scott Willis – President (Vote only if tie)
Dan Mersereau - Vice President
Gracelyn Kaine - Adult Coordinator
Craig Clarkson - Region 3 Director
Paul Bedford - Region 4 Director
Matt Whipple - Minor Male Coordinator
Stacy Blois - Minor Female Coordinator
Darleen Sobey - Region 6 Coordinator
Charlie Chaisson - Region 1 Coordinator
Frances Borque - Region 5 Coordinator

Non-Voting Members (Staff):

Hillary Pineau – Executive Director
Cameron Rogers - Technical Director

Vacant Positions:

Slo Pitch Coordinator
Timbits Coordinator
Region 2 Director
Region 7 Director
Region 8 Director

Absent Voting Members:

Ron Campbell - Provincial Umpire in Chief

10:13 start

1. Presidents Welcome

- a. Welcome
- b. Land Acknowledgement By Dan Mersereau
 - i. Softball New Brunswick's office is located on the traditional unceded territories of the Wolastoqiyik, Mi'kmaq, and Peskotomuhkati Nations. We honour the traditional lands and homelands of all indigenous peoples and communities across Canada, including First Nations, Inuit, and Métis living both on and off reserve, in rural and urban communities.
- c. Introductions
- d. Overview
 - i. Scott Willis provided some background information on the organization for new Board members and as a refresher for existing Board members to give them an understanding of how we have evolved in the past 10 years.
 1. This included information on the history of the organization, goals, profile funding, insurance, etc.



- ii. Scott Wilis indicated that in the past the Board preferred keeping most events centralized in Fredericton
 - 1. Paul Bedford, France Bourque, and Darleen Sobey wanted to encourage the Board to spread SNB events amongst the regions to improve visibility throughout the province

2. Coach Education

- a. Competition-Development
 - i. Dates
 - 1. Weekend #1 - February 24-25th
 - 2. Weekend #2 - March 23-24th
 - ii. Course is targeted at high performance and Canada Games coaches
 - iii. We opened up registration to the Maritime provinces
 - 1. Hoping to get to 10-12.
- b. Competition-Introduction
 - i. Targeted at provincial team coaches, 'AA' level coaches, some 'A' coaches
 - ii. Traditionally host 1 per year in the province
 - iii. Staff are looking for a host for the course
 - 1. Action Item: For regional directors to inquire if there is interest in hosting within their regions
 - iv. Review of coaching requirement was completed
 - 1. Trained status vs Certified status
 - 2. Requirements at various tournaments
 - 3. Cost of each coach course outlined to Board
 - v. Anticipating 20-25 coaches register
- c. Community Stream
 - i. Will be looking for a location to host
 - 1. Course will be offered in the spring (May)
 - 2. Cost and details to be determined
 - ii. Anticipated 10-15 coaches
- d. Coaching Resources
 - i. Staff is looking to create a drill bank (videos) and series of resources for coaches to go to on our website
 - 1. Softball Canada Guidebooks
- e. Coaching Symposium
 - i. Cameron Rogers discussed draft schedule
 - 1. Event will be tied into the AGM weekend



- ii. Event will focus on training of fundamentals
- iii. Once the budget and plans are finalized, staff will apply for funding through a Go NB Grant
 - 1. If unsuccessful acquiring a grant, staff feel that this is a valuable use of the CC Technical Fund
 - 2. Every attempt will be made to make sure this event affordable
- iv. Darleen Sobey expressed that she want to make sure the event is as welcoming as possible and encourage as many people to attend from all levels
- v. Paul Bedford suggested that this event should serve as a pilot project, and if it is received well by the membership, it may be something to expand into further regions, etc.

3. Registration

- a. 2024 membership registration to launch on February 15th
- b. Hillary Pineau outlined 2024 prices and registration process
- c. Board reviewed the benefits of registering a team with Softball NB
- d. Softball NB is not requiring clubs to use RAMP registration platform currently. However, it may be an approach for the future

4. Regional Director Updates

- a. Regional Directors provided update of what has been going on within their regions since October
- b. Regional Directors will be asked to share a more detailed plan for the 2024 season at our spring meeting

5. Master Schedule of Events

- a. Board reviewed the 2024 Master Schedule presented by the staff
- b. Master schedule is developed in reverse order: Canadian Championships, Eastern Canadian Championships, Easterns, Qualifiers, Provincial Championships, Provincial Team weekends, select club tournaments etc.
- c. Adult
 - i. Men's Orthodox
 - 1. Division has declined significantly around the province.
 - ii. Slo-Pitch
 - 1. A lot of slo-pitch is being played around the province; however, we just don't have the membership captured as most register with SPN or NSA.
 - 2. SPN vs NSA
 - a. They are for-profit organization



- b. SNB doesn't have enough capacity at staff or board level to expand into slo-pitch properly at this time.
- c. Fall 2023 Slo-Pitch Ontario announced a partnership with SPN Ontario this past November
 - i. A lot of unknowns in the agreement, everyone in the country is interested to see how this partnership works
- d. France Bourque asked about the existence of youth slo-pitch
 - i. Scott Willis indicated that it only exists currently in Newfoundland and Labrador, outside of school softball
 - ii. Implementing slopitch in NB at a youth level would hinder youth fastpitch in the province in 2-3 years. Softball NB's priority should continue building a pitching program accessible to our youth membership.
- iii. Scott Willis suggested we as an organization put some work into recruiting this spring in both Men's orthodox and Slo-pitch categories, and look to make a decision if we cancel or run the Provincial events at the April meeting
- iv. Regional directors/Gracelyn Kaine as Adult Coordinator are going to look into contacting some leagues to see if there is interest in attending/hosting
- v. Dan Mersereau suggested seeing if there was a Region interested in hosting multiple all together
 - 1. Orthodox and Slo Pitch as a joint event

6. Provincial Team Program

- a. The U15 and U17 Girls teams were selected this past week
 - i. These programs are healthy and have good training schedules in place for the upcoming season
- b. U19 Women
 - i. Staff outlined that there has been a low turnout for tryouts for this program. Only 4-5 turning out at a time
 - ii. Reasons for low numbers in age group
 - 1. Softball Canada Age Change
 - 2. COVID
 - 3. Associations without teams
 - iii. Coaching staff have done their due diligence in looking for additional players.
 - iv. Softball NB's responsibility is to send teams that are competitive and able to play meaningful games,



- ii. Goal is to eventually bring the program down to the grassroots level
- iii. Cameron Rogers outlined that the program will be circulated around the province to ensure equity for all athletes involved

7. East Coast Showdown

- a. Prep tournament for Provincial Teams
 - i. Age groups being offered
 - 1. U17 Girls
 - 2. U20 Men
- b. Staff will be reaching out to Quebec and New England teams to offer invitation
 - i. Offer different competition out of just the maritimes teams
- c. Training event for umpires that are attending a Canadian Championship
- d. Is a priority event for Softball NB
- e. Funds raised will be given back to the Provincial Teams in exchange for volunteer hours (scorekeeping, etc.)

8. Canadian Championships

- a. Provided overview of dates of 2024 championships
- b. Staff presented that they were approached by Kevin Walsh about a request for accelerated Expression of Interest timeline for Women's Canadian Championships
 - i. Typically the end of May as Softball Canada requires confirmation of teams by June 7.
 - ii. The request would be to open the Expression of Interest for this tournament next week (Feb 5th), open it for 2 weeks, to see how many teams are interested in qualifying for the event
 - 1. If there is multiple teams, a qualifier will be held
 - 2. If there is only the one we will support them in attending
- c. Hillary Pineau is recommending we support this accelerated timeline as this will better assist teams in their planning, fundraising, and training schedule development
- d. Discussion surrounding the history of New Brunswick's attendance at Women's Canadian Championships
 - i. Very infrequent attendance
 - ii. Two teams backed out in 2023
- e. Board was in favour of opening the expression of interest up for a period of two weeks beginning February 5th to determine the interest from teams in the Women's category.

9. Canada Games

- a. Women's (Age Category: U19 + 2 overagers)
 - i. Registration for tryouts is opening Feb 5th



- ii. Location:
 - 1. March 17th
 - a. Indoor in Moncton at Ecole le Sommet
 - 2. May 11-12th
 - a. Outdoor
 - b. Pool will be reduced after this event. Those remaining will be scouted over the summer in club and Provincial Team events
 - 3. September 14th
 - a. Final Invite Only Tryouts
- iii. Projected Registration Number: 60
- b. Men's (Age Category: U20 + 2 overager)s
 - i. Current U20 Mens PT is the main cohort for Canada Games
 - ii. Official Canada Games tryouts will be held in the fall
- c. Coach Education Support
 - i. Coach NB willing to support 6 coaches in their Competition Development education pathway to cover their costs of certification
 - 1. Hillary Pineau will be forwarding Coach NB names of coaches next week
- d. Canada Games Program Funding
 - i. Will have to be reviewed this fall
 - ii. Guidance from GNB is that the Canada Games programs need to be treated as an extension of the provincial team program
 - iii. Programs will be financially supported through tryout registration fees for 2024
- e. Stacy Blois asked if athletes will be playing club in 2025
 - i. Dan Mersereau (Head Coach) indicated that they will.

Open Closed Session 2:54 pm

End Closed Session 3:02 pm

- f. Alumni Program
 - i. Scott Willis proposed the idea of creating an alumni database to connect with former Canada Games athletes
 - 1. Opportunity to fundraise money from the alumni to support the Men's and Women's programs.
 - ii. Could be a task for the summer staff depending on the number of students Softball NB receives.



1. Looking to create a list of names and contact information (email and/or phone number), find a Chair for each team to head the alumni as this would not be staff's responsibility.

10. Middle School

- a. Recapped the Board on the conversation held on Middle School at the October Board Meeting
 - i. The Softball NB Boards direction was that this is not a program Softball NB should continue running due to financial losses the last couple years as well the players and teams are not registered through Softball NB. Stacy Blois indicated she would take it back and discuss it with a committee to see if it could continue similar to a club tournament.
- b. Stacy Blois provided an update to the Board
 - i. Met with Angela Sanford and Kerry Laviolette-Rowe
 - ii. Softball does not currently get very much support from the school districts
 1. Low priority
 - iii. Registrations for local clubs are closed by the time middle school provincials are done, so we as a PSO are not getting any new registrations for summer programming out of it
 - iv. The committee was all on the same page that they don't want to see the event stop, but understand that Softball NB doesn't need to run it and oversee it.
 - v. Kerry Laviolette-Rowe is meeting with Provincial representative on school board physical education this coming week
 - vi. France Bourque asked if we would lose on membership by not running the event
 1. Hillary Pineau outlined that they aren't registered with us as members, so no loss to membership
- c. Softball NB offered the following:
 - i. Promote event
 - ii. Encourage the tournament to use registered umpires
 - iii. U15 'A' recommended rules
- d. Host Committee would do the following:
 - i. Run the event
 - ii. Recruit
 - iii. Collect Registration Fees
 - iv. Supervise
 - v. Other



2. NL slated to take it next (2024-2025), they expressed that they do not have the capacity to take it on with their current staffing. Neither do the other provinces.
- iii. ECSC committee has agreed to hire an individual and pay \$3000 a year for them to run it. Softball NB's share would be \$500.00.
 1. Call for applications went out in December and closed Jan 31, 2024.
 2. Two applicants will go through an interview process in late February.
 3. The new role will take responsibility off the PSO's staff and continue to increase the prestige of the ECSC.

13. Rawlings Partnership

- a. Ongoing throughout 2024
 - i. \$4000 merchandise credit + 40 dozen balls
 1. Hillary outlined that this partnership is for use by the PSO (Softball NB) only. Not for clubs to access. This is per the signed agreement with Rawlings. Rawlings Canada recommended that clubs should be directed to local retailers.
- b. Staff will pull together a budget and make an order accordingly
- c. Hillary, Cameron and Scott met with Jason Shipley (Rawlings Canada representative) at the 2023 Softball Canada AGM and discussed our partnership. Jason is very happy with our efforts in NB promoting Rawlings brands.

14. First Nations Initiative

- a. Darleen Sobey and Matt Whipple indicated that they could take the lead on this project but didn't receive any guidance in October on where to begin.
- b. Gracelyn Kaine suggested creating a long term plan to bring them on, so the communities know we are there for the right season and want to grow the sport together.
- c. Darleen Sobey suggested going in and having discussions with the Chiefs to see what they think would work in their communities for programming
- d. Hillary Pineau mentioned that ASRNB has inquired about a pilot project. She will touch base with them
- e. Scott Willis outlined that this goes above and beyond what staff can handle currently so they will need a Board member to take the lead on the project
- f. Darleen Sobey indicated she has contacts with 3 communities and is willing to meet with them to see what they would like to see for bringing in softball
 - i. She will follow up with more information to the Board at the March meeting



- g. Stacy Blois will follow up with Kylie Francis (Elsipogtog) who was going to go to Big Cove area and present to all the bands

4:57 pm finish

**Softball New Brunswick Board Meeting
Sunday, February 4th, 2023
9:00-1:30pm @ UNB Kinesiology Building**

Attendance – Voting Members:

Scott Willis – President (Vote only if tie)
Dan Mersereau - Vice President
Gracelyn Kaine - Adult Coordinator
Charlie Chaisson - Region 1 Coordinator
Paul Bedford - Region 4 Director
Matt Whipple - Minor Male Coordinator
Stacy Blois - Minor Female Coordinator
Darleen Sobey - Region 6 Coordinator
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Non-Voting Members (Staff):

Hillary Pineau – Executive Director
Cameron Rogers - Technical Director

Vacant Positions:

Slo Pitch Coordinator
Timbits Coordinator
Region 2 Director
Region 7 Director
Region 8 Director

Absent Voting Members:

Ron Campbell - Provincial Umpire in Chief
Craig Clarkson - Region 3 Director

9:10 am start

15. Financial Update

- a. 2021-2022
 - i. 2021-22 financials were delayed due to the audit process which was required by the Government of NB's Sports Branch every 4 years of funding and. We were not able to present at the 2023 AGM but will be presented this year along with 2022-2023 financials.
 - ii. Audited 2021-2022 Financial Statement presented to the Board
 - 1. Completed by Ken Cogswell
 - iii. Motion to accept 2021-2022 audited financial statement to be presented at the 2024 AGM



1. First: Charlie Chiasson
Carried

Second: Matt Whipple

b. 2022-2023

- i. Reviewed by the Board of Directors
- ii. Action Item: Hillary Pineau to inquire with Ellen Fitzsimmons on select questions posed by the Board of Directors on the profit and loss statement
- iii. Financial statements will be sent to Ken Cogswell for a formal review

c. 2023-2024

- i. Good financial shape going into the upcoming season
- ii. Registration fees to begin being collected in February
- iii. Profile funding from GNB expected for May

16. Timbits Proposal

- a. Hillary Pineau presented the Timbits Softball proposal to the Board of Directors
- b. October suggested a shift from U5-9 to U9-U13, to move to a skills based program instead of play based
- c. Board recommended putting out the call for applications sooner than the spring to ensure communities have time to apply and develop a plan
- d. Darleen Sobey inquired if we should consider a U7-U11 focus, rather than U9-U13
 - i. Staff outlined the rationale for sticking with U9-U13.
 - ii. Will consider U7 applications if it makes sense for the program
 - iii. Hillary Pineau outlined the Go NB grant that she will be applying for to support this initiative
- e. Motion to accept the 2024 Timbits Softball Proposal as presented
 - i. First: Paul Bedford
Carried
 - Second: Stacy Blois

17. Summer Students

- a. Staff expressed that we need to begin advertising for students now, rather than waiting until the spring (April) to ensure we get qualified candidates to run our programs
 - i. Targeting university aged students with a Kinesiology or Recreation background
- b. Hillary Pineau outlined that several other PSO's are offering more competitive wages, to attract students. In order to compete, we need to consider increasing our pay. As well, outlined the recommendation of adding additional weeks to their work terms to ensure we get them for the full summer and cover all events needed
- c. Motion to accept the additional funding allocated for summer student positions as outlined at the Feb 2024 meeting up to a maximum of \$10,000.
 - i. First: Paul Bedford
Carried
 - Second: France Bourque



Carried

18. Regional Releases

- a. Cameron Rogers outlined the need to adjust the regional release timeline and process beginning this season for the Minor categories only.
- b. Cameron outlined her proposed timeline and process, along with her rationale
- c. Discussion tabled to the next meeting
 - i. Cameron Rogers will bring a more detailed proposal with exact steps to this meeting to be approved and implemented in 2024.

19. Annual Awards Guidelines

- a. In October the Board approved a motion to combine the Hall of Fame ceremony and Annual Awards banquet into one event due to financial losses and quality applications for the Hall of Fame and Awards.
- b. The board directed staff to update the annual award criteria to increase the application standards to ensure quality applications.
- c. Hillary Pineau outlined the proposed changes to the award criteria and the timeline for the banquet in the fall
- d. Dan Mersereau suggested promoting the memorial awards earlier in the year to ensure the membership is aware of their purpose and to get more applications
- e. Motion to accept the 2024 Annual Award / HOF proposal as presented by Hillary Pineau at the February 2024 Board Meeting
 - i. First: Dan Mersereau
Carried
Second: Matt Whipple

20. Board Structure

- a. Scott Willis recapped on the conversation from October Board Meeting
 - i. Board was in favour of a restructuring at the October board meeting and asked the Staff and Scott Willis to bring forward a more concrete proposal
 - ii. The restructuring of the Board model has been discussed for 3-4 years. Scott and staff met with the government sports consultant, Christine Powers Tompsons, in January and outlined our proposed changes.
 - iii. Now with full time staffing, the majority of tasks are staff driven and supported by the Board.
- b. Scott Willis outlined the proposed changes and timelines.
- c. Darleen Sobey and France Boruque expressed some concern for how big their Regions have become
 - i. Scott Willis outlined that currently only one association/community exists in Region 6 and two associations/communities exist in Region 5. He reassured this



- a. Hillary and Cameron removed themselves from the meeting for the staff reviews.
- b. Cameron Rogers - Technical Director
 - i. Scott and Gracelyn reviewed Cameron's performance since her start date of October 1 / 2023. As outlined in her roles and responsibilities, Cameron has taken the lead on our Provincial team program, coaching courses and review of our minor rules. She has also provided input for the TD's responsibilities helping the Umpire. Association and 2024 RAMP setup.
 - ii. No concerns were shared on Cameron's performance to date.
 - iii. Scott recommended reviewing Cameron's Salary in September prior to her 1 year mark, based on her performance and Softball NB's financial strength.
- c. Hillary Pineau - Executive Director
 - i. Scott and Gracyelnn reviewed Hillary's performance over the last year which was solid. Hillary has worked continuously with Ellen (Treasurer) to clean up our financial reporting, launched RAMP for our membership's registration, managed TD position (Matt/Cameron) as well as summer students. Softball NB's reputation and credibility with Softball Canada, softball PSO's and other NB sport PSO's is a reflection of her work.
 - ii. Scott proposed a 3.5% pay increase based on her performance since her last employee review in February of 2023.
 - iii. Motion to increase Hillary's salary 3.5% (from \$52,531.25 to \$54369.85) beginning the pay period of February 5th-18th, 2023
First: Gracelyn Second: Matt

24. New Action

- a. Canada Games
 - i. Dan Mersereau presented to the Board of Directors that he would like to recommend both Cameron Rogers and Peter Mersereau as his Assistant Coach and Manager, respectively, for the 2025 Canada Summer Games
 - ii. Motion to accept to Cameron Rogers as the 2025 Canada Games Assistant Coach and Peter Mersereau as the team Manager
 - 1. First: Gracelyn Kaine Second: France Bourque
Carried
- b. Treasurer
 - i. Scott Willis indicated that as per the Bylaws, the Treasurer is to be approved by the Board of Directors on an annual basis
 - 1. Is recommending Ellen Fitzsimmons once again as she has done really great work helping the organization streamline the financials



- ii. Motion to approve Ellen Fitzsimmons as the Softball New Brunswick Treasurer for an additional one year term

1. First: Matt Whipple

Second: Paul Bedford

Carried

25. Minor Rules

- a. Tabled until next meeting

26. Mileage and Per Diems

- a. Hillary Pineau presented the eligible mileage and per diem allotments
- b. Action Item: For Board to submit their cheque requests within a reasonable timeline for reimbursement

27. Adjournment

- a. First: Dan Mersereau

1:34pm Finish