



**Softball New Brunswick Board Meeting
January 31, 2026 at the Fredericton Inn
10:00am AST**

Attendance – Voting Members:

Scott Willis – President (Vote only if tie)
Charlie Chiasson - Human Resource Coordinator
Ron Campbell - Provincial Umpire in Chief
Paul Bedford - Fundy Director
France Bourque - South Eastern Director
Darleen Sobey - North Eastern Director

Absent - Voting Members:

Hillary Pineau - Grassroots Coordinator
Matt Whipple - High Performance Coordinator
Josh Gordon - Adult Coordinator
Craig Clarkson - Capital Western Director

Staff:

Cameron Rogers - Executive Director
Megan Diercks - Sport Development Director
Cassie Innis - Program Manager

Vacant Positions:

Vice President
North Western Director

Non-Voting Observer

1. Presidents Welcome

- a. We are right at quorum which will allow the board to discuss and put motions forward if needed for topics on the agenda.
- b. Welcomed Cassie Innis as our newest staff member.

2. [Land Acknowledgement](#)

- a. Ron Campbell read the Land Acknowledgement

3. [Minutes of the previous meeting](#)

- a. **Motion to approve the meeting minutes of the December 9, 2025 Board Meeting.**

First: Paul Bedford

Second: Ron Campbell

Carried 3-0-2 (France Bourque, Darleen Sobey abstained)

- b. The board asked for the minutes to be sent via PDF moving forward vs a google doc.



4. Financial Update

- a. Reviewed the Profit and Loss and Balance Sheet from 2025. This time last year we were projecting a deficit of \$50,000, came in under a \$15,000 deficit, and finished the year in a stronger position than expected.
- b. Presented updated financials so far for 2026. This year we have adjusted our budget spreadsheet to match Quickbooks directly to streamline financial reporting. Has made reporting much simpler and less time consuming.
- c. Outlined the starting balances for PPI, Community Development, Janiva Willis Scholarship and that this money needs to be spent in these categories.
 - i. Discussed the Janiva Willis scholarship and reviewing the application and timeline as Janiva's mother, Kathy feels it is important to know what school the applicant is attending.

Action Item: Cameron to review the Scholarship application and timeline and bring an updated proposal for the March Board meeting.

- d. Annually at the Winter Board Meeting we review and appoint who will be our Treasurer for the upcoming year. Ellen Fitzsimmons is willing to stay on for another year.
- e. **Motion to appoint Ellen Fitzsimmons as Treasurer (non-voting) for 2026 at a rate of \$50.00 + tax an hour.**

First: Charlie Chiasson

Second: Ron Campbell

Carried 4-0-1 (Darleen Sobey abstained)

5. Staffing

- a. Reviewed the Job Descriptions/Outline for the three staff positions with our new structure and shared all KPO's for each staff member with the Board. These are the Key/Top priorities for each staff member, but confirmed that there are still other responsibilities on their plate that need to be completed.
- b. Shared the Organizational Chart with the board, this was pulled together to help everyone have an understanding of how our organization operates. Will be available on the website once finalized.



Action Item: Cameron to restructure the chart based on the board's feedback for the March Board Meeting.

6. Handbooks

- a. Membership - Megan leading the updates for 2026, will be a PDF to make it more accessible. Any major changes will be highlighted and the PDF will be re-uploaded. Will be translated once final.
- b. Internal/Operational - One of Cameron's KPO's to finalize this by the end of the year.
- c. Staff - Developed prior to the holidays, shared with Christine Powers - Thompson (Gov't Consultant) for feedback, once finalized will be sent to Sport NB HR Representative for review.

7. Master Schedule

- a. Will be updated to the website in the coming weeks and announcements on social media.

8. Provincial Championships

- a. Dates have been outlined in the Master Schedule, have been posted on the website but no formal announcement has been made.
- b. The Provincial Hosting application is ready to go and will launch mid February.
- c. **Motion to add section to Provincial Guideline Document: Hosts have the option to add additional fundraising activities to help offset the cost of hosting Provincial Championships.**

First: Paul Bedford

Second: Charlie Chiasson

Carried 5-0-0

- d. Discussed making it mandatory for each team to provide a scorekeeper for each game at Provincial Championships. One person for Game Changer, one for the scoreboard.
- e. Issue of lineup cards being filled out incorrectly. Need to ensure the lineups are handed in ahead of time and that they are correct before they are being approved.
- f. Pace of play was discussed as it has been identified as a major issue across the province, especially



- g. Motion to adopt a Pace of Play pilot initiative at the 2026 U11 Development Jamboree and U11 Provincials, and introduce it at all levels.**

First: Ron Campbell

Second: Paul Bedford

Carried 5-0-0

9. Sponsorship

- a. Shared our master sponsorship list that Scott has developed over the past few months.
- b. Outline what Softball NB events (HOF, U11 Jamboree, Provincials, Qualifiers, ECSD, Slo Pitch Prov and Male Ball) we are seeking sponsors for and Canadian Championships. Paul and Charlie are willing to approach some of their contacts.
- c. Package for companies is being finalized currently outlining what they get for sponsoring.

Action: Cassie to share the sponsorship package with Paul and Charlie as soon as it is finalized.

10. Annual General Meeting

- a. Discussed Zoom vs In-Person. Zoom is preferred to increase attendance while an In-Person AGM would be ideal to run workshops on the same day. Due to staff capacity with all the events going on, board in favor of offering on Zoom this year. Discussion around the desired date/day of the week considering schedules.
- b. Motion to hold the 2026 Annual General Meeting on Tuesday, April 14, 2026 at 7:00pm on ZOOM.**

First: Paul Bedford

Second: France Bourque

Carried 5-0-0

- c. Presented ten proposed Notice of Motions from the review of the Constitution and By-Laws. Did a straw vote for each Motion.
- d. Motion to put forward the ten Notice of Motions as proposed at the 2026 Annual General Meeting.**

First: Charlie Chiasson

Second: Darleen Sobey

Carried 5-0-0



- e. Currently Vice President is Vacant, President, High Performance Coordinator, and Adult Coordinator are up for election for 2 year terms at the 2026 AGM.

Action Item: Cameron to outline a role description for each position on the Board of Directors.

- f. Within the By-Laws, the President has the ability to appoint someone into a position up to 60 days prior to the AGM. Hillary has agreed to step into the Vice President role. Scott will send an email officially appointing her to the position.
- g. The Grassroots Coordinator position will be vacant as of now. The election year for this position is on odd numbered years. To follow our by-laws this position will not be put up for election for the 2026 AGM. Scott will look to identify a qualified individual to appoint to the position until it comes up for election at the 2027 AGM.

11. 100 Year Anniversary

- a. We have built in money to go toward promotional items in the budget to provide for each region but did not directly allocate any cash for regional events.
 - i. North Eastern → Women's Day on Mother's Day, Men's Day on Father's Day. Plan to do a joint event in July for everyone.
 - ii. South Eastern → Plan to do something around the May long weekend at the Moncton Classic, still waiting on details from MFA
- b. Dan Mersereau taking the lead on the social media post. Encouraged everyone to share, follow and like the Softball NB 100 Year Anniversary Facebook page. If anyone has information that they want to be highlighted, they can message the facebook page.
- c. Previously approved logo was revisited. Scott said it should not have been brought to the Board because it was not a final product and asked staff to bring more options to this meeting for review and approval. Showed the board the original approved logo and two other options.
- d. **Motion to accept version #3 of the presented logo concepts for the 100th year celebration as the final rendering.**

First: France Bourque

Second: Darleen Sobey

Carried: 5-0-0



12. Regional Directors

- a. In our By-Laws, it states, each region is to report their finances to the Board every other year. Don't feel that Softball NB needs to approve/put a rubber stamp but in order to keep everyone accountable we should get back to this practice.

Action: Cameron to follow up with Christine Powers-Thompson regarding the South Eastern Regional GNB Consultant.

- b. Looking to get spring regional meetings scheduled as soon as we can to get the word out. Megan will push on social media and email to all members.

Action: Staff to develop a rough agenda for the Regional Spring Meetings

Action: Regional Directors to schedule their Spring Regional Meeting and communicate with staff.

c. Regional Updates

- i. Fundy - St Stephen is going through a restructure and the Bobcats and Stingers are working together more. Southern Black Bears and KVGSA are operating as normal. Paul is stepping away from Sussex looking for some community members to step up to take over. Belleisle is hoping to have 2 competitive teams.
- ii. South Eastern - MFA is still going through a board re-structure, Memramcook has some new coaches engaged to help. Has not heard from Bass River or St Louis since the fall. Looking to get in contact with them again this spring.
- iii. North Eastern - trying to break through with the Slo Pitch communities. Nelson Softball is growing. First Nations communities aren't interested in partnering right now and neither is the Women's Orthodox League.
- iv. North Western - Stephanie Picard has stepped down from the board. Charlie Chiasson will work to identify an individual from the region that could be a good fit for the position.
- v. Capital Western - Craig Clarkson not in attendance



13. Umpires

- a. The budget was shared with the board in the fall, and has had some moving pieces. Unsure of Rulebook costs, Canadian Championships etc.
- b. Canadian Championships meeting with Softball Canada on Monday night to start to determine how many umpires each province is sending to each event. Will be able to confirm how many NB umpires will be attending a Canadian Championship in the next few weeks.
- c. Level 1 new online course should be out within the next week. A fully built out online module with quiz/tests integrated. Will need to schedule on-field sessions once the online modules have been completed. Looking for more support from the associations to host clinics and help to find local umpires in their community.
- d. JD registration fee will be increasing to \$50.00. The U11 Development Jamboree was a big highlight of last year. Looking forward to building on that and continue implementing more mentorship across the province.
- e. Pace of Play discussion also needs to be upheld by the umpires, Lineup cards are a struggle for both coaches and umpires at all levels. We need to encourage membership to use them more often as well as utilizing the DP/Flex rule.

14. Policy Review

- a. **Motion to increase the supper per diem to \$30.00 for the Board Member and Staff Travel Policies.**

First: France Bourque

Second: Paul Bedford

Carried: 5-0-0

- b. **Motion to adopt the 2025 USA Athlete Policy Pilot as a permanent policy as is.**

First: Paul Bedford

Second: Ron Campbell

Carried: 5-0-0

- c. **Motion to approve updated Adult Release Policy as presented**

First: France Bourque

Second: Ron Campbell

Carried 5-0-0



- d. Shared current discipline guidelines that are out of date, and very subjective. Looking for guidance from the Board on moving forward. Recommending that we update our guidelines and include more details and specifics to take out the subjectivity of the issue. Feel that we should be leaders across the country on protecting our umpires, especially JD umpires. The board was in favour of moving forward with suggested direction.

Action Item: Cameron to complete a full review of the discipline guidelines and have ready to present at the April Board meeting.

15. Registration

- a. Megan has been working closely with RAMP to set up this year's registration which will go live on March 2. Reminded everyone that registration (insurance) from 2025 will be valid until March 31. As of April 1 they need to be registered for the 2026 season in order to be covered under insurance for any indoor/winter training.

- b. Motion to increase Adult Team Registration fee from \$75.00 to \$100.00 for the 2026 season.**

First: France Bourque

Second: Ron Campbell

Carried 5-0-0

- c. Discussed that Softball Canada is working on implementing individual registration at the National Level. Scott and Cameron are working closely with Angela from Softball Canada to help support this and get it off the ground. Before this is officially voted on at the Softball Canada AGM in November we will discuss more as a board once we have more information from Softball Canada.

16. Male Ball

- a. The committee has been making headway and plans for the season ahead. Male Pitching Clinic launched this week. Next priority is finalizing the structure for a U15/U17 League in the Capital Western Region. Teams from across the province are welcome to join if there is interest.
- b. Previewed the videos Megan has been working on for the social media campaign promoting Male Ball.



- c. Need to put a big push on getting U9 Boys playing and host a Provincial Championship to start to create some buzz around the game of Softball.



**Softball New Brunswick Board Meeting
February 1, 2026 at the Fredericton Inn
8:30am AST**

Attendance – Voting Members:

Scott Willis – President (Vote only if tie)
Hillary Pineau - Vice President
Charlie Chiasson - Human Resource Coordinator
Ron Campbell - Provincial Umpire in Chief
Paul Bedford - Fundy Director
France Bourque - South Eastern Director
Darleen Sobey - North Eastern Director

Staff:

Cameron Rogers - Executive Director
Megan Diercks - Sport Development Director
Cassie Innis - Program Manager

Vacant Positions:

Grassroots Coordinator
North Western Director

Absent - Voting Members:

Matt Whipple - High Performance Coordinator
Josh Gordon - Adult Coordinator
Craig Clarkson - Capital Western Director

Non-Voting Observer

17. Welcome

- a. Discussed the Regional Director role, there is nothing in the Constitution and By-Laws stating that Regional Directors must be from the Region they are representing.

Action: Cameron to pull together a motion regarding the Regional Directors role for the March Board Meeting to add to the proposed package of Notice of Motions.

18. U15 Women's Canadian Championship

- a. In a good place right now, the logo has been finalized and launched. The committee is formed and meeting this week to start to dig into the details. The sponsorship package is being finalized.

Action: Cameron to confirm with Softball Canada what schedule template we will be using.

19. Slo Pitch

- a. Have had two committee meetings so far. The first one focused primarily on Canadian Championships and Adult Player releases, and heard from those in attendance of what their wants/needs are, current gaps in SPN that they would like to see focused on



moving forward to make our product enticing to the Slo Pitch community. The second meeting focused on ironing out details for Provincial Championships.

- b. Asked for the board's thoughts on partnering with a liquor/alcohol brand for Slo Pitch Provincial Championships. The social aspect of Slo Pitch is a key draw and a part of the game. The board is supportive of exploring sponsorship avenues involving liquor and alcohol directly for an event, but not including the logo on the general website where we have lots of traffic for youth ball.

20. Community Development

- a. Reviewed which groups joined in 2024 and 2025 and the successes.
- b. Priority for 2026 is to target communities that will connect the dots between our current membership in the South Eastern, North Eastern and North Western Regions. Will continue to support new communities in Fundy and Capital Western as we can.

21. Minor Rules

- a. Reviewed each division rules and outlined the key changes for each.
- b. Discussed face masks at U9. Currently it is required for all fielders to wear a face mask. Recommended we move to requiring pitchers to wear a face mask, and strongly recommended for all fielders to wear a face mask.
 - i. **Straw vote: 4-3-0 (Paul Bedford, France Bourque, and Darleen Sobey opposed)**

Action Item: Megan to touch base with each association regarding fielder's masks at U9 and the change made. Communicate that each association is able to set their own requirements for fielder's masks if they would like and that Softball NB is strongly recommending for all infielders.

- c. **Motion to approve all minor rules as presented for the 2026 season.**

First: Ron Campbell

Second: France Bourque

Carried 6-0-0

Action Item: Megan to communicate the Pace of Play pilot to the membership and inform them that this is coming in the future and will be trialed at U11 this season.

Action Item: Staff to share the timer/clock with the Board of Directors to help with communication of the Pace of Play pilot.



22. High Performance

- a. U13 Future Selects first session is this afternoon, have some helpers identified for moving forward, trying to find more younger females to engage in the program. We have some parents interested in being involved which we will welcome, as they are coaching in their communities and feel it would be a beneficial learning opportunity for them to understand our priorities moving forward. Will be touching base with each coach to create a development plan for them to work on something that they identify as an area for growth.
- b. NB Selects second Winter training session today in Moncton, they have a nutrition session with a CSIA recommended facilitator. Priority for this year is to incorporate more IST support through Mental Performance and Nutrition to continue to build on the progress we have made with the program. Will also be working with all U15 and U17 coaches to create a development plan for growth opportunities for each of them.
- c. Regional Pitching Program Pilot has been announced for the Capital Western Region and registration opened on Friday. We will be looking to expand to more regions in the coming years. Cameron has been in communication with an online pitching program from the US. Working on outlining some information for them so they can pull together a proposal on how they can support our pitchers in the high performance program to provide more instruction.

- d. **Motion to appoint Scott Searle as the Member-at-large on the High Performance Committee**

First: Charlie Chiasson

Second: Hillary Pineau

Carried 6-0-0

- e. **Motion to approve the updated Terms of Reference for the High Performance Committee as presented.**

First: Paul Bedford

Second: Ron Campbell

Carried 6-0-0



Action Item: Cameron to include in the High Performance Coordinator Role description that they cannot be an active coach in the NB Selects Program, unless under exceptional circumstances.

23. Coaching

- a. Gave an overview of what was covered at the MCD Meetings in Ottawa last weekend and the updates coming in the coaching program in the coming years.
- b. Cameron and Megan are meeting with Bobby next week to discuss the future of the Coaching Program and next steps. Top priority is recruiting individuals to become Learning Facilitators and Coach Evaluators to help support Bobby and increase our capacity.

24. Awards

- a. Outlined quotes that Megan received from various suppliers. Recommending to use Flexiway for the 2026 season due to price and location.

Action Item: Megan to lock in a consistent price for all of 2026 with Flexiway.

25. Next meeting

- a. Tuesday, March 10, 2026 at 7:00pm via Zoom

26. Adjournment

- a. Motion to adjourn

First: Paul Bedford