



Softball New Brunswick Board Meeting
December 9, 2025 via Zoom
7:00pm AST

Attendance – Voting Members:

Scott Willis – President (Vote only if tie)
Hillary Pineau - Grassroots Coordinator
Charlie Chiasson - Human Resource Coordinator
Matt Whipple - High Performance Coordinator
Ron Campbell - Provincial Umpire in Chief
Paul Bedford - Fundy Director
Craig Clarkson - Capital Western Director

Non-Voting:

Cameron Rogers - Executive Director
Megan Diercks - Technical Director

Vacant Positions:

Vice President

Non-Voting Observer

Absent - Voting Members:

Josh Gordon - Adult Coordinator
Stephanie Picard - North Western Director
France Bourque - South Eastern Director
Darleen Sobey - North Eastern Director

1. Presidents Welcome

- a. Last meeting of the year, a few major topics to be covered
- b. Scott may have to leave the call early. If this happens, Hillary will assume the role of chair.

2. [Land Acknowledgement](#)

- a. Hillary Pineau read the land acknowledgement

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

- a. Reviewed the minutes of the previous meeting
- b. **Motion to accept the minutes of the October 18th Board Meeting**
 - i. **First: Craig Clarkson Second: Ron Campbell**

Carried: 7-0-0

4. Financial Update

- a. 2025 Update



- i. Presented the working budget for 2025.
- ii. Originally we were targeting a \$40,000 loss on the year due to change in fiscal year (15 month). Currently expecting ~\$15,000 loss.
- iii. Will have final 2025 numbers by our winter board meeting.

Action Item: Cameron to touch base with Ellen Fitzsimmons and Ken Cogswell prior to the Holiday Break.

b. 2026 Draft

- i. Shared the draft copy of it to the board and highlighted a few notable items
- ii. Currently projecting a \$10,000 deficit with the current draft budget. Feel we can overcome that with bringing in the additional staff to take on a few initiatives to generate more revenue. We reviewed our last 5 years of end-of-year bank balances, and are financially stable. We are comfortable if we do run the projected deficit.
- iii. The Technical Fund still has \$54,000. In 2026, \$20,000 will be allocated to general revenue to pay the additional staff. Proceeds from the 2026 U15 Women's Canadian Championship will go back into the Technical Fund
- iv. Challenges we may face financially would be office space cost increase and uncertainty of student grants.
 1. Have budgeted additional funds for office space as they are projecting a higher cost having to move elsewhere. Sport NB is starting the process to look for new locations in the new year, we have already begun looking at options on our own. Board in favour of staff to continue seeking out options for office space.
- v. Membership Fees
 1. Presented a comparison of Softball fees across the country and to other sports in NB.
 2. Proposing an increase to \$25 for U5-U7 categories, and \$35 in U9-U20 age categories. Board in agreement that costs need to rise to continue providing a quality sport and experience.



3. Motion to increase individual membership fees to \$25 for U5-U7 categories, and an increase to \$35 in U9 to adult.

i. First: Paul Bedford

Second: Ron Campbell

Carried: 7-0-0

5. Staffing

- a. Cameron Rogers and Megan Diercks left the meeting at 7:28pm
- b. We were unable to find a suitable fit for the Full-Time Performance Coach position that was previously advertised.
- c. Met with Chantal from CSIA regarding Cameron taking on the Performance Coach responsibilities.
- d. Had a candidate that applied for the Performance role position that is a much better fit for the new proposed Program Coordinator position.
- e. Proposed adjustments to all staff job descriptions to better align with getting our objectives complete.
- f. The board would like to lay out expectations or KPI's (measurable) for staff. In agreement that this is important to set employees up for success.
- g. Compared wages across similar sizes softball PSO's across the country. Currently below industry standards, however, reasonable for the maritimes.
- h. Plan to implement regular staff meetings for updates.
- i. **Motion Softball New Brunswick to restructure staff positions to the following:
Executive Director/ Performance Coach, Sport Development Director, and Program Manager as of January 1, 2026.**
 - i. **First: Charlie Chiasson** **Second: Paul Bedford**
Carried: 7-0-0
- j. **Motion to accept Cassie Innis as the Program Manager of Softball New Brunswick for a 1 year term (up for renewal), starting January 5, 2026 at a salary of \$45,000 with associated Sport NB employee benefits beginning after 3 months and a phone allowance.**



- a. Scott Willis left the meeting at 8:16pm
- b. Reviewed the 2026 calendar of events
- c. Has generated a list of major events and would like to confirm the availability of Board Members in the new year to help support all the events we have in 2026.

8. Male Ball Update

- a. Scott Willis returned to the meeting at 8:24pm
- b. Second committee meeting in November.
- c. Committee has decided to proceed with an off-season pitching clinic as first priority
 - i. Working on a program with Bobby Despres and Mark Young
 - ii. Projecting a March start date for clinics
- d. Pushing for a U15/U17 league
- e. Continue with U9 Boys/Co-Ed provincials
- f. All members on committee currently from Capital West region; however, open to everyone in the province to try and generate new members, teams, etc.

9. Umpires Update

- a. Ron Campbell has renewed his term for 2 more years as PUIC
- b. Outlined the new regional UIC's around the province
- c. Working with NS and PEI to share and host online clinics together
- d. Will be looking to level up select umpires, with people leveling up, they need to take on bigger roles to give back to the program
- e. Planning to raise costs for JD from \$35 to \$50.
- f. Working on a mentorship plan with Bob Stanton, Jeff Whipple and others

10. Slo Pitch Update

- a. Had our first Slo Pitch Committee meeting last week
- b. 12 people in attendance, majority from the South Eastern Region and majority involved in the "competitive stream" vs "recreational"
- c. Outlined 4 priorities: Leagues, Provincial Championships, Eastern Canadians, Canadian Championships



c. **Motion to accept version #1 of the presented logo concepts for the 100th year celebration**

1. First: Paul Bedford Second: Ron Campbell
Carried: 6-0-0

Action Item: Megan to have the approved logo finalized ASAP

12. Ramp Update

- a. The website will be getting a facelift, and will be fully bilingual.
- b. RAMP presented at the AGM, and Softball Canada is likely moving to individual registration in the next few years. Will drastically increase their revenue to help better their organization and foundation
- c. Ron Campbell asked for staff to inquire with RAMP regarding the umpire assigning piece.

Action Item: Megan to discuss RAMP Official Assigning platform with RAMP, and get a full price.

13. Female Baseball

- a. Baseball Canada has released their National Championships for the next few years. Moncton has been awarded 1-2 events. Likely preparation events for Canada Games.
- b. We need to stay the course and keep pushing and improving our programming.

14. NB Selects Update

- a. Athletes have been notified for the Winter Training Rosters. Training to begin in January.
- b. Need to find a coach for the U19 Women's Program.

15. Winter Board Meeting

- a. January 31 to February 1, 2026 in Fredericton, details to come before the holiday break

Action Item: Board Members were reminded that annual reports were to be submitted by December 1.

16. Adjournment

- a. **Motion to adjourn**
 - i. First: Matt Whipple