



# BC Amateur Baseball Association

#310 – 15225 104th Avenue, Surrey BC V3R 6Y8

(604) 586-3310 (t)  
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www.baseball.bc.ca

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January 20, 2023

1:00 PM – In Person

Virtual Option Through Zoom

Sandman Signature Hotel – Langley

8828 201 Street, Langley, BC

## AGENDA

1. **Land Acknowledgement (Pg. 4)**
2. **Call to Order and Opening Remarks (Chairs Greeting)**
  - a. **Welcome to Wes Taylor**
3. **CEO's Report (Pg. 5)**
4. **Minutes from past meeting (Pg. 7)**
5. **Quarter End (Q1) Financial Update**
  - a. **Quarter 3 review and Forecast (Pg. 11)**
  - b. **FY24/25 Member Fees Approved**
  - c. **Travel Funding Approved (Pg. 12)**
  - d. **ITP Forecast Costs**
  - e. **Sponsorship Director Proposal (Pg. 14)**
  - f. **HR Committee Update**
  - g. **BCABA Staffing Direction**
6. **Committee Reports**
  - a. **Safe Sport / Risk Management Committee**
    - i. **Substances Policy Update Approval (Pg. 16)**
    - ii. **Gender Equity Policy Update Approval (Pg. 20)**
    - iii. **Commit to Kids Board Training Update**
    - iv. **Staff Safe Sport Report (Pg. 22)**
    - v. **Safe Sport LSO Implementation – Ad Hoc Committee**

- vi. **BCABA Volunteer Screening Officer Required**
  - vii. **Mental Health Toolkit - Ad Hoc Committee**
  - b. **Discipline Committee**
    - i. **Policy Updates – Assuming Jurisdiction Work**
      - 1. **BOD Briefing Document (Pg. 25)**
        - a. **Discipline (Pg. 27)**
        - b. **Safe Sport Reporting (Pg. 41)**
        - c. **Appeal (Pg. 44)**
      - ii. **Honouring Member Suspensions**
        - 1. **BC Little League to sign**
  - c. **Governance Committee Implementation**
    - i. **General Discussion**
    - ii. **Population of Committee**
  - d. **High-Performance Committee Update**
    - i. **Report Attached (Pg.49)**
    - ii. **Motin to add Wes Taylor to the HP Committee**
    - iii. **Pathways Document Sharing (Pg. 51)(**
  - e. **Girls Grass Roots Committee Update**
    - i. **Report Attached**
7. **Business Arising**
8. **Member / Operational Updates**
  - a. **BC Minor Report Attached**
  - b. **Baseball BC Grass Roots Committee Launch**
    - i. **BOD Follow-Up for Direction**
    - ii. **Interested Chairs?"**
  - c. **Baseball BC Qualifiers Update**
  - d. **Baseball BC and Member Programming Calendar**
    - i. **Not completed for 2024**
    - ii. **Will be planned for all member organizations consultation – Fall of 2024**
  - e. **Baseball BC Webpage and Registration Database**
    - i. **BCBUA to participate in this project**
  - f. **Volunteer Recruitment Video – Add to Series**
    - i. **Need a lead for this item**
  - g. **Baseball BC Office Hours Change**

**9. Next Meeting Dates**

**2023/2024**

**2024 Q4 BOD Meeting      Monday, May 13, 2024.      8 pm    Virtual Meeting**

**2024 AGM & BOD Meeting    Monday, June 24, 2024.      8 pm    Virtual Meeting**

**10. In Camera, if needed**

**11. Adjournment**



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Before we begin, I would like to acknowledge that I'm opening this meeting today from the remote office in the Township of Langley which is located on the traditional lands of the Katzie, Kwantlen, Matsqui, and Semiahmoo First Nations.

I also acknowledge today that the association's head office is located on the traditional lands of the Katzie, Kwantlen, Semiahmoo, and other Coast Salish Peoples. We thank them for allowing us to meet, play, and learn together on their territory.



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## Board of Directors Meeting

January 20, 2023

1:00 PM

Sandman Signature Hotel – Langley

8828 201 Street, Langley, BC

### 3. CEO's Report

#### Summary/overview;

- Staff spent most of December trying to get caught up with time off earned and/or owed.
- External meetings are starting up again and the following list captures all meetings taken from the last BOD meeting in October; viaSport (3X), Sport BC (2X), Sports with Balls, WCBA (3X), Baseball Canada and Baseball Canada Committees (6X), Ramp Technologies, Skillshark, Spordle, iSpark, Volleyball BC, Softball BC, and Baseball Alberta
- Internal meetings include individual staff members, Baseball BC and member organization Board Members, Baseball BC HP and Finance Committees, and several individual member contacts and participants. The BCSBA AGM was also held recently.

#### Current Programming and Initiatives;

- A complete review of all 2023 programming was undertaken by staff with program evolutions and 2024 price points enacted already for the 2024 season of play.
- The 2024 Programming plan is in place for all of our HP programming. Grass Roots programming is to be finalized in the coming months as staff is onboarded and portfolios are re-structured.

#### Strategic Planning Work Started, Completed, or In Process from This Quarter;

- Baseball BC Governance Committee proposed by staff in the Q3 meeting.
- Indigenous programming exploration commenced with an initial iSpark meeting in January. The contractor identified to lead this area for the organization is Don Hutchinson.
- A Grass Roots Committee has been identified as a need and a request to populate and name a Grassroots Committee Chair is included in Q2 meeting.
- Championships Qualifiers have again evolved after member consultation. The 2024 plan is included in the meeting package.
- Mental Health work has commenced with initial meetings with Volleyball BC held in this area and a call to populate an ad hoc committee is included in this meeting agenda.

- Province-wide registration system work has commenced with meetings held with providers at Spordle, Ramp and Team Pages. BCBUA has volunteered to assist with member needs in this area and will be the first member to commit to using this platform.
- A Director of Partnership proposal is included in this package as a starting point for Sponsorship generation and needs approval.
- Athletic For Kids is a Grant Program for children requiring assistance to play sport. This program is like both Kidsport and Jumpstart and is another option for consideration. We are engaging with them to see what is possible in the hopes of adding another option for our participants.

**Staff build-out is expected to be approved at this meeting. More will be possible in all strategic plan areas when this occurs and new staff is trained.**

**A full update to the board is scheduled for the Q3 meeting in May as was done last year.**

**Strategic Planning Work Upcoming This Year (New) No Change from Last Meeting (Again):**

- Recognition program
  - o Launch an annual recognition program for 2024 and beyond that supports and is supported by member groups.
- Strike an Ad Hoc Committee to look at Financial Assistance
  - Explore opportunities
  - Identify best options locally, provincially, and nationally.
  - Design communications campaign.
  - Create awareness campaign.



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## Board of Directors Meeting

October 21<sup>st</sup>, 2023

1:00 PM – Sandman Signature Hotel (Langley)

### Minutes – Draft

|                   |  |
|-------------------|--|
| <b>Attending:</b> | Grant Butler, Troy Carmont, James MacRitchie, Robert Piasentin, Aart Van Gorkum, Mike Addy, TJ Drennan, Sean Sullivan, Alan McKearney, Scott Eckardt , and Andrew Clements |
| <b>Regrets:</b>   | Tina Baker Cornett, Ted Hotzak, Raj Puri, Steve Gustavson, and Jim Maniago   |
| <b>Staff:</b>     | David Laing, Scott MacKenzie, & Kyle Williams  |
| <b>Guests:</b>    | Blaise Laveay  |

1. **Land Acknowledgement** – David Opened the meeting with a land acknowledgment. See below (& pg. 3 of meeting package) for the current land acknowledgment used with Baseball BC.

- Before we begin, I would like to acknowledge that we’re opening this meeting today from the Township of Langley which is located on the traditional lands of the Katzie, Kwantlen, Matsqui, and Semiahmoo First Nations.

I also acknowledge today that the association’s head office is on the traditional lands of the Katzie, Kwantlen, Semiahmoo, and other Coast Salish Peoples. We thank them for allowing us to meet, play, and learn together on their territory.

2. **Call to Order and Opening Remarks** – Grant B., as acting President, called this board meeting to order at 1:18pm & welcomed everyone for attending in person or virtually on Zoom. Then, a quick “round table” was conducted.

3. **CEO’s Report** – Included in meeting package on pg. 4. No further discussion.

4. **Strategic Plan Update** – David verbally updated the board on ongoing work & and progress to the Strategic Plan by advising them of the recently completed Girl’s video. The link to this video will be sent to board members.

5. **Minutes from past meeting** – Circulated as part of the meeting package on Pg. 6. Errors &/or omission - None. Moved by Robert P. and seconded by Alan M. No further discussion. Assumed approved, vote no – none, vote to abstain – none, carried & passed

6. **Financial Update** – In Ted H’s absence, David spoke to end of Quarter 1 financial documents.

- a. **YTD & Forecast Document (Pg. 8)** - In summary, funding has been approved, 50% of the viaSport already has been issued. To be noted, West Jet expenses are still to be allocated to Athlete Development from the Uncategorized expense line
- b. **2024/2025 Membership Fees (Discussion and Action)** – Board Members present moved to set the 2024/2025 membership fee, excluding insurance costs, at \$5 fee per person. Moved by Robert P., seconded by Troy C. Assumed approved, vote no – none, vote to abstain – none. Some discussion ensued. David to meet with Little League and explore Provincial Level Membership as an alternative.
- c. **BCABA Staffing (Discussion and Action)** – Discussion no longer required. David thanked board for results above in 6b.
- d. **Mileage and Per Diem Review (Discussion and Action)** – Discussion resulted in a motion to increase & set Baseball BC's Meal Allowance at \$75/day with a break down of \$15 for breakfast, \$25 for lunch, & \$35 for dinner. Moved by Alan M, seconded by Troy C. No further discussion. Assumed approved, vote no – none, vote to abstain – none, carried & passed.
- e. **Sponsorship and Revenue Generation (Discussion and Action)** – Alan M to take the lead on this initiative, with David L. Recommendations to be brought back to this board at the next meeting. Rob. P to investigate governance bylaws regarding board member involvement.

## 7. Committee Reports

- a. **Executive Committee Update** – Nothing to report.
- b. **Safe Sport / Risk Management Committee**
  - i. **ITP Update from viaSport** – viaSport offering Independent Third Party investigations to PSO's at their cost for 3 years. More information coming from viaSport in time.
  - ii. **Committee Report (Pg. 10)** – Discussion ensued advising all members to comply to these policies.
  - iii. **Reporting Policy Update (Pg.11)** – Kyle W. asks board to approve literature change from "ED" to "CEO" in all policies. Sean S. moved this motion, which was seconded by Rob P. No further discussion. Assumed approved, vote no – none, vote to abstain – none, carried & passed.
  - iv. **Substances Policy Review (Pg.14)** – Discussion led to Kyle W. providing more information and staff being asked to bring policy updates to this board before next meeting for review.
- c. **Discipline Committee**
  - i. **Committee Report (Pg.19)** – Kyle W. thanked Robert P., Serj S. & Tina B. C. for all their time this year with discipline. It was also noted that Baseball BC now has jurisdiction over all member discipline for those Member Associations that do not have approved policies of their own.
  - ii. **BOD Briefing Document (Pg.20)** – Kyle W. summarized information in this written document to the board. Based on the discussion here around jurisdiction,

some policies will be further drafted by Kyle W. and brought back to this board in January for approval.

- iii. **Policy Updates** – Kyle W. briefed board on these updates, which are written in this meeting package as per below.
  - 1. **Discipline (Pg.23)**
  - 2. **Appeals (Pg.38)**
    - Sean S. motioned to change the Discipline, Appeals & Safe Sport policies as outlined in this meeting package, seconded by Troy C. No further discussion. Assumed approved, vote no – none, vote to abstain – none, carried & passed.
- iv. **Honouring Member Suspensions (Pg.43)** – All members present signed the agreement that was approved previously in the MOU.
- v. **BCBUA Correspondence – Discipline Concerns (Pg.45)** – Discussion resulted in David L. & Sean S. drafting a Declared Recommendation Statement for members.
- d. **High-Performance Committee Update (Pg.47)** – Andrew C. summarized his written report for the board. All-in-all, it was a good year for BBC HP.
- e. **Girls Grass Roots Committee Update (Pg.49)** – Scott M. summarized the report for the board and challenged members to exert more energy towards girls-focused baseball. Sean S asked about the inclusion of officials in this standing committee.

## 8. Business Arising

- a. **Baseball BC Grass Roots Committee Launch (Discussion and Action)**
  - i. **Identified Need Discussion** - David L. spoke to igniting the Grassroots Committee again.
  - ii. **Committee Chair** – In need of a Chair. David. L suggested this board strikes a Grassroots Committee to be operational in 2024 by staff making member recommendations/considerations to be approved by this board. Troy C. moved this motion, seconded by Rob P. No further discussion. Assumed approved, vote no – none, vote to abstain – none, carried & passed.
  - iii. **Committee Population** – See above.
- b. **Baseball BC and Member Programming Calendar (Discussion and Action)** – Grant B. communicated info on sharing a Google Calander amongst members so everyone can see events planned. BCBUA liked and supported the idea.
- c. **Baseball Canada Strategic Plan Sharing (Pg.50)** – For review in the meeting package
- d. **BC Minor Coach Conference – February 2-4<sup>th</sup>**

## 9. Umpires Corner

- a. **Baseball BC Provincial Supervisor of Official's Report (Pg.64)** – Blaise L. summarized the written report starting with umpire pathways, then, due to their training program, BC gets most national assignments which included 4 females this past summer. Sean S. highlighted the work of Blaise L., Troy C., and Scott E. and all the work they do with the Evaluation program. Troy C. suggested there's a need to focus on retainment of umpires.

- b. **BCBUA Organizational Review Ad Hoc Committee (Discussion and Action)** – Sean S. to Chair. Sean will recruit members of this committee by email. David L. volunteered to sit on it.

**10. Operational Updates**

a. **Baseball BC Qualifiers**

- i. **Qualifiers Report (Pg.65)** – Some discussion ensued. Nothing further to note.
- ii. **2024 Document (Pg.68)** – Further discussion needed before finalizing...

- b. **New Webpage Proposal – Ramp Interactive Update (Discussion and Action)** – David L. to send Grant B. a proposal.

**11. Next Meeting Date(s) – 2023/2024**

- **2023 Q3 BOD Meeting**            **Saturday, January 20, 2024. 1 pm**    **Spring Meeting**
- 2024 Q4 BOD Meeting            Monday, May 13, 2024.            8 pm    Virtual Meeting
- 2024 AGM & BOD Meeting        Monday, June 24, 2024.            8 pm    Virtual Meeting

**12. In Camera, if needed.** – Not needed

**13. Motion to Adjourn** – Moved by Robert P. at 4:56 pm

**FORECAST PROFIT&LOSS**

As of Dec 31, 2023

|                         | 2023-2024          | 31-Dec           | Forecast           | Budget to<br>Forecast |  |
|-------------------------|--------------------|------------------|--------------------|-----------------------|--|
| <b>Revenue:</b>         | <b>Budget</b>      | <b>Actual</b>    | <b>To Y/E</b>      | <b>Variance</b>       | <b>Additional Information</b>  |
| Interest                | \$13,000           | \$13,938         | \$25,938           | \$12,938              | Interest on cash in bank - short term instruments - increase due to higher interest rate |
| Gaming Grant            | 177,000            | 177,000          | 177,000            | \$0                   |  |
| ViaSport Funding        | 164,455            | 123,341          | 164,455            | \$0                   |  |
| 50-50 Net               | 187,500            | 216,521          | 216,521            | \$29,021              | C's 50-50 - net of prize payout  |
| Membership Fees         | 65,000             | 9,559            | 65,000             | \$0                   | Membership Fees to be invoiced   |
| National Travel         | 5,000              | 0                | 0                  | -\$5,000              | Consolidated with Athlete Development  |
| Sponsorship             | 5,000              | 3,000            | 3,000              |                       | Misc. revenue  |
| Coach Certification     | 75,000             | 41,912           | 75,000             | \$0                   | Revenue from Coach Certification   |
| Umpires & Officials     | 5,000              | 0                | 0                  | -\$5,000              | Income from items billed to BCBUA  |
| Athlete Development     | 290,000            | 293,078          | 295,078            | \$5,078               | Revenue from Development Camps   |
| Summer Camps            | 35,000             | 31,008           | 31,008             | -\$3,992              |  |
| Female Baseball         | 20,000             | 16,455           | 17,455             | -\$2,545              |  |
| Rally Cap               | 0                  | 5,114            | 5,114              | \$5,114               |  |
| Other - Grass Roots     | 0                  | 2,150            | 2,300              | \$2,300               | Other Revenue Sources - Grass Roots  |
| <b>Total</b>            | <b>\$1,041,955</b> | <b>\$933,076</b> | <b>\$1,077,869</b> | <b>\$24,976</b>       |  |
| <b>Expenses:</b>        |                    |                  |                    |                       |  |
| Staffing                | \$225,000          | \$158,616        | \$225,000          | \$0                   | DL,SM,KW Reg Salary plus provision for increase  |
| Contract Services       | 46,000             | 10,365           | 27,000             | \$19,000              | Bookkeeping, media co ordinator and special projects - Spec Proj                         |
| Meetings                | 25,000             | 17,036           | 22,000             | \$3,000               | National & WCBA, Volunteer Recog   |
| Office Operations       | 79,000             | 42,811           | 58,000             | \$21,000              | Rent, Utilities, Supplies  |
| Finance and Accounting  | 60,000             | 26,565           | 60,000             | \$0                   | Bank Fees, Web, Audit, Legal, GST Expense  |
| 50-50 Expense           | 95,000             | 122,206          | 122,206            | -\$27,206             | Expense for 50-50 sales  |
| Membership Fees         | 24,500             | 24,630           | 24,630             | -\$130                | Baseball Canada, WCBA Fees   |
| Insurance               | 48,000             | 48,224           | 48,224             | -\$224                |  |
| Sponsorship Expense     | 40,000             | 24,604           | 35,000             | \$5,000               | Canadians Support - Season Ticket Package + \$10k  |
| Coach Certification     | 55,000             | 37,227           | 55,000             | \$0                   | Coach Cert costs, staff, facility, etc   |
| Athlete Development     | 309,500            | 357,772          | 357,772            | -\$48,272             | Athlete dev costs, staff, facility, etc  |
| Summer Camps            | 7,500              | 26,126           | 26,126             | -\$18,626             | Camp expenses, staff, caps, shirts   |
| Female Baseball         | 25,000             | 12,968           | 18,000             | \$7,000               |  |
| Grass Roots             | 25,000             | 9,795            | 9,795              | \$15,205              |  |
| Rally Cap and Winterbal | 5,000              | 96               | 96                 | \$4,904               |  |
| Rebates                 | 0                  | 0                | 2,500              | -\$2,500              | NCCP, Officials training   |
| Officials Development   | 13,500             | 1,302            | 6,302              | \$7,198               | \$5000 Contribution - Remaining is offset by revenue above                               |
| Minority, Challenger    | 10,000             | 3,000            | 3,000              | \$7,000               |  |
| Other Expenses          | 4,000              | 0                | 4,000              | \$0                   | Athlete Assistance Program   |
| Recruitment & Retn.     | 10,000             | 80               | 80                 | \$9,920               |  |
| Contribution to Legal   | 0                  | 0                | 0                  | \$0                   |  |
| Uncatogorized Exp       | 0                  | 0                | 0                  | \$0                   | Expenses to be classified into above categories - Bookkeeping lag.                       |
| <b>Total</b>            | <b>\$1,107,000</b> | <b>\$923,425</b> | <b>\$1,104,731</b> | <b>\$2,269</b>        |  |
| <b>Profit/Loss</b>      | <b>-\$65,045</b>   | <b>\$9,652</b>   | <b>-\$26,862</b>   |                       |  |



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## **Baseball BC – 2024 National & Western Qualifiers Staff Report – 2024 National & Western Travel Funding**

December 12, 2024

This document is intended to provide staff recommendations to the finance committee regarding Baseball BC club team travel funding for the 2024 season.

As background, prior to 2023, Baseball BC booked flights to all out of province Western Canada and National Championships. Participants were charged a set fee, regardless of the cost of the flights. In 2022, air travel significantly increased, and Baseball BC suffered significant financial losses on travel to these events. Therefore, for the 2023 season, Baseball BC changed its travel funding model to ensure cost certainty for the organization. Baseball BC provided a \$2000 travel grant for teams attending out of province Westerns and paid the \$5000 accommodation fee for teams attending Nationals. Baseball BC booked flights to National Championships and billed participants for the exact cost of those flights. Teams made their own travel arrangements to Westerns. While not considered in the original budget, Baseball BC also paid the Tuesday night hotel costs for the two teams attending Nationals in eastern Canada.

It is the staff recommendation to continue with this funding model for the 2024 season. Changes to what flights are booked by Baseball BC may be made, however, this is outside of the scope of this document because it would be a cost neutral decision.

The following page contains a summary of the recommended travel funding for Western and National travel in 2024.



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| <u>Age Division &amp; Event</u> | <u>Subsidy Details</u>                                       | <u>Total</u> |
|---------------------------------|--|--------------|
| 18U Nationals                   | \$5000 accommodations<br>Tuesday night rooms x7 (est \$1500) | \$6500       |
| 15U Nationals                   | \$5000 accommodations<br>Tuesday night rooms x7 (est \$1500) | \$6500       |
| 13U Nationals                   | \$5000 accommodations<br>Tuesday night rooms x7 (est \$1500) | \$6500       |
| AA Westerns x 3                 | \$2000 travel grant  | \$6000       |
| 15U AAA Westerns                | \$2000 travel grant  | \$2000       |
| 13U AAA Westerns x 2            | \$2000 travel grant per team                                 | \$4000       |
|                                 |  |              |
| Totals                          |  | \$31 500     |

Note: The 18U AAA Westerns are in province this season.

Note: Baseball Canada is considering a \$1000 increase to the accommodations fee for National Championships. It is unlikely, however, that this will be implemented in 2024.

Kyle Williams  
Director of High-Performance & Special Projects  
Baseball BC

## DRAFT SPONSORSHIP PROPOSAL

January 16, 2024

### **Title: Director of Partnerships**

*(This title was designed to encompass multiple facets of the role, including but not limited to Sponsorship, Fundraising Efforts, Corporate Partnerships, and other revenue generating partnerships.)*

This role will be a two-year commission based contract opportunity with no salary or benefits provision. The contract may be extended for an additional two years upon mutual agreement.

### **Program Rational:**

This role will not only allow BCABA to generate revenue to fund their day-to-day programming, but also to support member organizations.

BCABA in its role as the PSO is by default the most attractive partner for potential partners due to their wide reach, the structure constructed for these funds allows each member organization to gain their proportionate share of these revenues to use for their own programs, without the need to manage any of the back end operations or revenue generation elements of the program. It also allows for maximum potential exposure across the province to attract the highest caliber of partner.

### **Remuneration:**

Partnerships resulting in revenue generated for BCABA will be compensated with a rate of 30% of the gross revenue for the program. Multi year sponsorship compensation will be based on 30% for the first year, and 10% for the remaining years of the sponsorship.

*(This number was designed to be on the low-mid end of average for a program of this nature. Many organizations offer a higher percentage, though with my alignment with the goals of BCABA a higher percentage would take away from programs and member dividends that could be used to better the sport. A key to note here is that this will be net-new revenues for BCABA, so the net gain is 70% of this revenue for BCABA and its members.)*

Funds raised will be forwarded directly to BCABA in totality and the commission will then be paid by BCABA to the contractor.

**\*There is currently not a set rate for any other employment activities required for non role-related activity.\***

### **Pilot Project Length:**

It is proposed that this initiative is managed as a pilot with a length of 2 years or 24 months before a review is conducted and program outlines are re-examined.

**Funds generated from this role will be distributed as follows:**

1. 30% of the Gross Amount raised will be paid as compensation. *(Remember this number was designed to be on the low-mid end of average for a program of this nature.)*

2. Any sponsorship execution costs will be deducted from the 70% remainder. **(Costs related to any activation; example would be T-shirts for the Rally Cap Division Sponsor or printing costs for any coupons or direct mail campaigns.) These costs must be approved by BCABA in advance of the cost being committed.**

3. BCABA will retain 50% of the first \$100,000 of funds raised for its operations and 25% on any funds raised in excess of \$100,000. The remaining funds raised will be distributed as per item #4 below.

4. The remaining funds will be distributed to the BCABA Member organizations on a proportional basis calculated on a basis of percentage of membership fee revenue income provided to BCABA. (Starting point offered for discussion purposes).

- 60 % - BC Minor Baseball
- 15 % - BCBUA
- 15 % - BCPBL
- 5 % - Little League BC
- 5 % - BC Senior
- 0 % - BC Babe Ruth

(The total percentages outlined as a starting point are derived at from the information at hand recognizing current member registration numbers, member category for membership and percentage of membership fee revenue income provided to BCABA.)

The fund distribution percentages will be reviewed by the Board on an annual basis and may be modified based on the results of the program.

5. Partners may provide their contributions for sponsorships in monetary instruments, services in kind, or products in kind that may be used for other fundraising and revenue generation activities. Services and products in kind will be valued at face retail value for the purposes of commission valuation.

6. All proposal presented by the contractor will be reviewed and approved by the BCABA executive committee.



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## Proposed Changes to the Substances Policy BOD Briefing Document

January 2024

During the November BOD meeting, staff were asked to propose changes to the Baseball BC substances policy. A discussion about these changes was initiated by recent bylaw changes in many municipalities, legalizing the consumption of alcohol in many parks.

The changes below update policy to allow for some conduct that is now legal under the law, to be permitted at Baseball BC events.

The following is an explanation for each of the changes proposed below:

- 1) Section 4.4. The removal of the sentence that '*substances may never be used near athletes*' eliminates scenarios where a spectator's substance use can be legal under the law but not permitted at a Baseball BC event. The impact of this change will be that spectators will be permitted to consume alcohol at Baseball BC events, if it is legal to do so at a park.
- 2) Section 4.1. The addition of this exception recognizes that a coach is "off duty" for the day and shifts them somewhat from the role of coach to that of spectator. That said, there is a balance here between allowing a coach some freedom and recognizing that the coach must still be a role model to athletes. Therefore, alcohol is the only legal substance a coach may use in this scenario. Substances such as tobacco are not permitted.
- 3) This policy does not refer to beer gardens. Beer gardens would be permitted if they were legal under the law. To be legal under the law, the organizing body would need to obtain all required permits and follow all municipal or provincial standards. The removal of the sentence that '*substances may never be used near athletes*' eliminates any Baseball BC restriction on where beer gardens can be located at a park. While this could be outlined in the policy, staff recommend we leave this as our interpretation and not openly state that beer gardens are legal at our events.

Kyle Williams  
Director of High-Performance & Special Projects  
Baseball BC



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## Substances Policy

### (1.0) Introduction

Baseball BC believes in fostering a safe, welcoming, and inclusive environment for participants. Substances are detrimental to the health and welfare of participants and have no place in baseball. The purpose of this policy is to set expectations for the use and possession of substances at events directly sanctioned by Baseball BC.

Performance enhancing drugs are outside the scope of this policy and are dealt with in a separate policy.

### (2.0) Definitions

Substances are defined as:

- Tobacco products including cigarettes, cigars, little cigars, cigarillos, dissolvable products, smokeless tobacco, and waterpipes.
- Alcohol
- Electronic cigarettes
- Vaping products
- Cannabis and associated products
- Illegal drugs

A 'baseball setting' is defined as any place where athletes participate in baseball activities.

'Close proximity to a baseball setting' is defined as being in any location where one can be seen by participants, including spectators, at a baseball setting.

'Possession' is defined as having physical control of a substance, including but not limited to, when a substance is in a clothing pocket or bag.

'Visible possession' is defined as having physical control of a substance **and** the substance itself is visible to others.



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## **(3.0) Minor Athletes**

Minor athletes are prohibited from using, being under the influence of, or having in their possession, any of the substances defined in section 2.0 of this policy, at any Baseball BC sanctioned event.

Minor athletes found to be in violation of this policy should be removed from the event and returned to the care of their parents/guardians. During game play, the athlete is ejected. Athletes found to be in violation of this policy shall be subject to disciplinary sanctions.

## **(4.0) Adults**

### **(4.1) Coaches**

Coaches have a responsibility to role model a healthy lifestyle and compliance with this policy. While in close proximity to a baseball setting, when athletes are present, coaches are prohibited from using, being under the influence of, or being in visible possession of any substance, defined in section 2.0 of this policy, which is legal under the law. Such substances may not be stored on the coach's person and must remain out of sight.

Coaches are prohibited from possessing any of the substances defined in section 2.0 of this policy, which are illegal under the law.

Exception: coaches, who are not in uniform, may consume alcohol in close proximity to a baseball setting, if it is legal under the law and they have concluded their coaching duties for the day.

Coaches found to be in violation of this policy should be removed from the event. During game play, the coach is ejected. Coaches found to be in violation of this policy shall be subject to disciplinary sanctions.

### **(4.2) Adult Athletes**

While actively participating in a Baseball BC event, adult athletes are prohibited from using, being under the influence of, or being in visible possession of any substance, defined in section 2.0 of this policy, which is legal under the law.

Adult athletes are prohibited from possessing any of the substances defined in section 2.0 of this policy, which are illegal under the law.



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Adult athletes found to be in violation of this policy should be removed from the event. During game play, the adult athlete is ejected. Adult athletes found to be in violation of this policy shall be subject to disciplinary sanctions.

#### (4.3) Baseball BC Staff, Employees, and Volunteer Members of the Board of Directors

Staff, employees, and volunteer members of the Board of Directors are subject to the expectations contained in section 4.1 of this document. Individuals found to be in violation of this policy shall be subject to disciplinary sanctions, either through the discipline process or the terms of their employment contract.

#### (4.4) Spectators

Spectators may only use substances, as described in section 2.0 of this document, when in compliance with all municipal and provincial laws. ~~Substances may never be used near athletes.~~ A spectator who fails to comply with this policy should be asked to leave the park, may be subject to disciplinary sanctions, and/or referred to the appropriate authorities.

#### (5.0) Coach Responsibility to Supervise Minor Athletes

Coaches of minor athletes are responsible for creating a substance free culture within their team and for educating athletes on this policy.

Coaches have a responsibility to supervise the athletes in their care and to ensure their athletes are compliant with this policy at all Baseball BC events, including all team travel. When a coach discovers an athlete to be in violation of this policy, the coach is expected to remove the athlete from participating in the event, return the athlete to the care of their parents/guardians, and report the matter to the executive director. Coaches who fail to respond to athlete substance use, per the expectations of this policy, will be subject to disciplinary sanctions.

Any coach who is found to have provided a minor athlete with any of the substances described in section 2.0 of this document, shall be suspended for a minimum of one year and may be referred to the RCMP or local police, as required.



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## Gender Equity Policy

### (1.0) Introduction

Baseball BC believes in fostering a safe, welcoming, and inclusive environment for participants.

Baseball BC is committed to offering female baseball programming to the province of British Columbia and does so knowing and respecting that the sport of “softball” is traditionally the vehicle for female athletes. Despite this historical reality, Baseball BC remains focused on program growth and opportunity creation for female participants.

All individuals, regardless of gender, must have equitable opportunities to take part in baseball as a participant, coach, official, administrator, or leader.

The concept of gender equity requires consideration of the unique needs, interests and experiences of the target group and the identification and elimination of any discriminatory practices which may be barriers to full participation.

The purpose of this policy is to document how Baseball BC will promote gender equity to its membership and increase female participation in Baseball BC programming.

### (2.0) Promotion of Gender Equity & Increasing Female Participation

Baseball BC will promote gender equity and increase female participation by:

- Ensuring equitable opportunities to participate in sport and physical activity are provided to all genders.
- Creating a safe, supportive, inclusive, and relevant environment for sport participation.
- Implementing a proactive approach to providing female specific opportunities in playing, coaching, and officiating.
- Using gender neutral language in the organization’s by-laws, policies, and publications.



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- Declaring that it is an equal opportunity employer and respecting the principles of pay equity.
- Striving to have female representation on working committees and the board of directors.
- Requiring that female teams have at least one female coach, manager, or chaperone.
- Giving priority to applications to coach, manage, or chaperone female teams to qualified female coaches.
- Increasing exposure and building awareness of gender equity in all aspects of baseball.
- Continually evaluating the organization's progress towards a more inclusive sport system.

## David Laing

---

**From:** Kyle Williams  
**Sent:** December 12, 2023 5:45 AM  
**Cc:** Grant Butler; David Laing  
**Subject:** Baseball BC Safe Sport Update  
**Attachments:** Safe Sport Certification.doc

Baseball BC Members,

I hope everyone is well and you are looking forward to a restful holiday season. Before we shut things down for a few weeks, I wanted to connect on a couple Safe Sport items.

It is the goal of Baseball BC that all members are Safe Sport certified by the end of the calendar year. I have attached a June 2022 letter outlining the requirements to be considered Safe Sport certified. To date, the PBL is the only member who has been declared certified by Baseball BC. If your organization has completed the steps outlined in the attached, please let me know so we can complete a review and make your certification official.

I will be completing a staff report updating the BOD on member progress ahead of the January 20th BOD meeting. I'd ask all members to provide an update by Monday January 8th.

Additionally, per discussions at our last BOD meeting, Baseball BC intends to create a Safe Sport implementation committee at its January meeting. The task of this committee will be to support the implementation of Safe Sport policy at the LSO level. I would ask each member organization to put forward an individual's name who is willing to be a member of this Committee. Ideally, those names would be forwarded by January 8th.

Please let me know if you have any questions,

Kyle Williams  
Director of High-Performance & Special Projects  
Baseball BC

CC: David Laing - CEO  
CC: Grant Butler - Acting President



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## Safe Sport Certification Program

Note: This document is not ready for release to local sports organizations.

June 15, 2022

### Introduction

Baseball BC is committed to practicing Safe Sport and ensuring all participants are provided with safe, welcoming, and accessible sport environments, free from all forms of maltreatment.

Baseball BC is pleased to launch a Safe Sport Certification program for members and local sports organizations.

The purpose of this program is to encourage members and LSOs to adopt Safe Sport policies and to publicly recognize those that achieve compliance.

To be certified, members and LSOs must apply to the Chair of the Baseball BC Risk Management Committee and produce evidence of compliance with the minimal standards listed below.

Certified members and LSOs will receive a personalized digital seal that can be displayed on their website and other electronic communication as well as sign boards to display on park backstops. Baseball BC will maintain a list of certified members and LSO on it's Safe Sport webpage.

To receive full Baseball BC rebates in 2023, LSOs must have achieved certified status.

### Minimal Standards for Certification

Members and LSOs who are designated as Safe Sport Certified must produce evidence of the following polices, that are displayed on their website and can be viewed by the public.

| <u>Procedures &amp; Conduct</u>   | <u>On-Field Athlete Safety</u>   | <u>Human Resources</u>   |
|---|--|--|
| Code of Conduct<br>Discipline Policy<br>Appeals Process<br>Dispute Resolution Process<br>Hazing Policy<br>Locker Room Expectations<br>Social Media Standards<br>Substances Policy<br>Performance Enhancing Drugs<br>Travel Expectations | Air Quality<br>Concussion<br>Heat<br>Severe Weather<br>Emergency Action Plan | Conflict of Interest<br>Equity, Diversity, Inclusion<br>Harassment<br>Sexual Harassment<br>Intimate Relationship<br>Personal Information Protection<br>Screening Policy<br>Whistleblower Policy<br>Safe Sport Education Procedures<br>Reporting Procedures |



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Each of the items listed in the table above, need not be an individual policy. For example, expectations about PEDs, substances, and hazing could all be contained within a Code of Conduct.

## **Support**

For support in developing policy, members and LSOs are encouraged to contact the chair of the Risk Management Committee.

Members and LSOs have permission to use Baseball BC Safe Sport policies as templates. In most cases, Baseball BC's policies can be personalized and adopted by others with few changes.

Baseball BC's Safe Sport policies can be found at this link:

[Click Here to go to Baseball BC's Safe Sport page.](#)

For further information on implementing Safe Sport policies or to request certification please contact Kyle Williams.

Kyle Williams  
Chair - Risk Management Committee  
Baseball BC  
[kyle@baseball.bc.ca](mailto:kyle@baseball.bc.ca)  
778-847-5475



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## BOD Briefing Document

### Baseball BC Policy Changes to Assume Jurisdiction over Member Discipline

December 12, 2023

Directors,

This document is intended to brief directors on the proposed changes to Baseball BC policies to be considered for adoption at the January 20, 2024, meeting.

At the last meeting, directors discussed the possibility of Baseball BC assuming jurisdiction over all member discipline. Staff were asked to prepare the necessary changes to the applicable policies and present them to the Board for consideration.

Staff are recommending changes to the following policies:

- Discipline Policy
- Appeals Policy
- Safe Sport Reporting Policy

In this round of revisions, staff have only made changes consistent with what is required for Baseball BC to assume jurisdiction over member discipline. Should these changes be adopted, staff recommend a second round of revisions be considered in a working group with member representatives. This working group should review policy clarity and the current tables containing recommended disciplinary sanctions.

A few notes related to the proposed changes:

#### Discipline Policy

- The changes to section 2.0 B give Baseball BC jurisdiction over member discipline. For example, any events directly sanctioned by BC Minor, the PBL, etc.
- The changes to section 2.0 C give Baseball BC jurisdiction over the organizations within our members. For example, events sanctioned by Logan Lake Minor Baseball. This is an important distinction so that conduct at events, such as a practice, would still fall under the jurisdiction of Baseball BC



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- Section 2.1 has been removed because there is no longer a need to describe when Baseball BC would assume jurisdiction over member's discipline.
- The word 'umpire' has been added to the list of individuals who fall under the jurisdiction of the discipline policy. This change ensures that Baseball BC would have jurisdiction over the discipline of umpires for their conduct at any Baseball BC or member event. The word 'umpire' has been used to ensure we capture all umpires, including those who are not 'carded' with the BCBUA.

## Appeals Policy & Safe Sport Reporting Policy

- All language explaining when Baseball BC could assume jurisdiction over a member's appeal has been removed and has been replaced with language confirming that Baseball BC will hear all appeals of the decisions and that Baseball BC has jurisdiction over Safe Sport complaints.

Directors are asked to review these changes as time permits and connect with Kyle Williams if they have any questions or feedback related to the proposed changes. Ideally, discussions on the proposed changes to policy will occur offline, prior to the January meeting. The discussion prior to the Board meeting should focus on whether the proposed changes achieve their goal, not whether they should be adopted.

Staff are aware that these changes are not supported by all members of Baseball BC. Whether or not these changes are adopted by the Board is obviously a discussion topic for the January meeting and a Board decision. Discussions as to whether Directors support the changes in these policies should be saved for that discussion.

Please let me know if you have any questions,

Kyle Williams  
Director of High-Performance & Special Projects  
Baseball BC



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## Discipline Policy

### (1.0) Introduction

Baseball BC believes in fostering a safe, welcoming, and inclusive environment for participants. As part of creating a safe environment, Baseball BC must hold individuals accountable for their conduct when it is in violation of Baseball BC policies. The purpose of this policy is to create a fair process for investigating accusations of misconduct, administering discipline, and to communicate the range of disciplinary sanctions individuals may face.

### (2.0) Jurisdiction

Jurisdiction over disciplinary cases is shared between the Baseball BC Discipline Committee and an Independent Third Party as detailed in the Baseball BC Reporting Safe Sport Concerns Policy. Very serious allegations of misconduct shall be handled by the Independent Third Party, while other misconduct will be handled by the Discipline Committee.

The disciplinary processes and timelines described in this document shall apply to cases handled by the Discipline Committee. The Independent Third Party shall have the ability to establish its own timelines and processes as they investigate complaints.

Notwithstanding the above, the discipline committee shall have jurisdiction over the following matters:

a) Ejections, safe sport complaints, and other reports of misconduct on the part of any athlete, coach, **umpire**, or spectator, arising from any event organized or directly sanctioned by Baseball BC.

Events organized or directly sanctioned by Baseball BC include, but are not limited to, identification camps, high performance tournaments, western & national championships, and Baseball BC qualifiers & provincial championships.

b) Ejections, safe sport complaints, and other reports of misconduct on the part of any athlete, coach, **umpire**, or spectator, arising from any event organized or directly sanctioned by a member of Baseball BC.

c) Ejections, safe sport complaints, and other reports of misconduct on the part of any athlete, coach, **umpire**, or spectator, arising from any event sanctioned by an organization, such as a club, team, or local sports organization, who is affiliated with Baseball BC through their affiliation with a Baseball BC member.



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- ~~b) At the request of a local sports organization or member, a safe sport related complaint.~~
- ~~c) At the request of a member, other conduct, including but not limited to, umpire ejections.~~
- ~~d) When a member does not initiate and complete a discipline process.~~
- d) When the conduct occurs at any event in British Columbia where the event organizers or Baseball BC member do not have an approved discipline policy.
- e) When the conduct involves an individual associated with a team based outside of BC.

~~Note: paragraphs B & C above, only the member organization with whom the individual potentially facing discipline is affiliated with, can make such a request.~~

Note: Automatic rule book suspensions for pitch count or minimum play violations are outside the jurisdiction of this policy.

## ~~(2.1) Procedures when Baseball BC Assumes Jurisdiction over a Case~~

~~This paragraph applies to cases where Baseball BC assumes jurisdiction per sections 2.0 b-d. In these cases, the member's Code of Conduct, discipline, and appeals policies would apply. Baseball BC's policies would not apply.~~

~~Subject to the provisions of the appeals policy, the decision rendered by the Baseball BC discipline committee is final. The member may not retry the case at the conclusion of Baseball BC's process.~~

~~The Baseball BC Appeals Committee and not the member's appeal committee, will hear any appeal submitted by the respondent. Baseball BC will use the member's appeal policy.~~

## **(3.0) Discipline Committee Composition**

Baseball BC will establish a discipline committee on an annual basis.

When hearing individual cases, the committee shall be comprised of a chairperson and two additional members.

### **(3.1) Chairperson**



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The chairperson shall be appointed annually and should assume the role for all cases the committee presides over. If the chairperson is unavailable or is in conflict, the president (or designate) shall appoint another discipline committee member as chairperson. The chairperson is responsible for all written communications on behalf of the committee.

## (3.2) Committee Members

A pool of discipline committee members shall be established. The chairperson shall select two members from this pool to preside over each case.

## (4.0) Decision Making

When deliberating, the discipline committee shall seek to achieve consensus. When consensus cannot be achieved, the committee shall make decisions by majority vote.

## (5.0) Discipline Process – Umpire Ejections

This process shall be used in any case that involves a coach, athlete, or spectator being ejected from a game by an umpire.

This process shall be initiated by the reception of an umpire's ejection report. In considering individual cases, the discipline committee may consider and seek witness and victim testimony as deemed necessary by the committee. The committee may invite the umpire(s) to speak to the discipline committee if an online hearing is conducted.

Upon receiving an ejection report from an umpire, the discipline chairperson shall determine which of the three discipline pathways (5.1-5.3) will be initiated.

Note: The standard procedure for removing spectators from a game is for the umpire to advise the coach that the spectator needs to leave. This section shall apply to these scenarios, regardless of whether they are classified as an incident or an ejection.

### (5.1) Pathway One: Automatic One Game Suspension - No Further Action



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Per section 11 of this document, ejections result in a minimum of a one game suspension. The ejected individual is automatically suspended for their next game and must serve that suspension without notification.

When the chairperson determines that no further action is required beyond the automatic one game suspension, all parties will be advised, and the case will be closed.

## (5.2) Pathway Two: Suspensions of 2 or 3 Games

When the chairperson determines that a suspension of 2 or 3 games may be considered, a discipline committee shall be convened. The committee shall review the umpire's report and may take the following action:

- a) Determine that no further discipline is required.
- b) Issue a two-game suspension (automatic plus one additional game)
- c) Issue a three-game suspension (automatic plus two additional games)
- d) Determine that a suspension of four games or more will be considered and initiate the process described in section 5.3 of this document.

The decision of the discipline committee to issue a suspension of up to 3 games is not subject to appeal. The chairperson will advise all parties of the action taken.

## (5.3) Pathway Three: Suspensions of Four Games or More

When the chairperson determines that a suspension of 4 games or more may be considered, a discipline committee shall be convened.

The chairperson shall provide written notice of an investigation to the ejected individual. The notice will include the following:

- a) A copy of the umpire's ejection report and any witness statements being considered by the discipline committee.
- b) That per section 11 of the discipline policy, the discipline committee is considering a suspension of four or more games.
- c) That the individual is entitled to submit a written response to the accusations or request an online hearing.



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d) That the individual has 48 hours to respond to the accusations and that if no response is received within that timeframe, the discipline committee will adjudicate the case.

e) That the individual may submit written witness reports as part of their response.

The committee shall adjudicate the case and the chairperson shall advise all parties of the action taken.

## (5.4) Indefinite Suspensions

If, based on the umpire's report, the chairperson determines that, per section 11 of this document, a category C offense is alleged to have occurred, the individual will be issued an indefinite suspension with immediate effect.

## (6.0) Discipline Process – Safe Sport Complaints & Conduct Not Resulting in an Ejection

This process shall be used in any case that involves the conduct of an individual that did not result in an ejection by an umpire.

Examples of such cases include:

- Off-field conduct (during practice, travel, etc.)
- An alleged violation of safe sport policy
- On-field conduct that did not result in an ejection
- Any other matter

Such complaints may be made to Baseball BC in writing to the Chief executive officer, President, Chairperson of the discipline committee, or through any of the methods listed in Baseball BC's reporting safe sport concerns policy.

In considering individual cases, the discipline committee may consider and seek witness and victim testimony as deemed necessary by the committee. The committee may invite the complainant to speak to the discipline committee if an online hearing is conducted.

Upon reception of a complaint, the chairperson shall provide written notice of an investigation to the ejected individual. The notice will include the following:

a) A copy of the complaint and any witness reports being considered by the discipline committee.



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- b) That the discipline committee is opening an investigation into the incident.
- c) That the individual is entitled to submit a written response to the accusations or request an online hearing.
- d) That the individual has 48 hours to respond to the accusations and that if no response is received within that timeframe, the discipline committee will adjudicate the case.
- e) That the individual may submit written witness reports as part of their response.

If, based on the accusations, the chairperson determines that, per section 11 of this document, a category C offense (or equivalent for a non-game related offense), is alleged to have occurred, the individual will be issued an indefinite suspension with immediate effect.

The committee shall adjudicate the case and the chairperson shall advise all parties of the action taken.

## **(7.0) Online Hearings**

Per sections 5.3 and 6 (C) of this document, an individual is entitled to an online hearing when facing a potential suspension of 4 or more games or when facing sanctions because of conduct that did not result in an ejection. The chairperson shall schedule a hearing which shall be attended by all discipline committee members. The chairperson shall determine the process for the hearing. The process must include the opportunity for accused individual to present their perspective on the incident.

When conducting online hearings, the committee may choose to invite witnesses, the complainant, or any other individual to speak, as deemed necessary. Typically, individuals will speak privately to the discipline committee.

## **(8.0) Communication**

### **(8.1) Written Rulings**

The chairperson shall communicate all discipline committee decisions in writing.

### **(8.2) Copy of Notification and Rulings**

Where possible, the chairperson shall communicate directly with the accused, or in the case of a minor athlete, with the accused parents/guardians. Copy on the initial notice of investigation and the discipline committee's ruling will be made to the following:



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- A) Head coach
- B) Association president
- C) Provincial level member
- D) BCBUA – when the ruling involves umpires

## **(9.0) Serving Suspensions**

Unless noted otherwise in a disciplinary decision, suspensions shall be served during league or provincial championship games.

Exception: when an individual is ejected from a tournament or exhibition game, they shall serve their automatic one game suspension in their next tournament, league, or provincial championship game, whichever comes first.

Suspensions cannot be served during exhibition games. Per section 9.1 of this document, individuals serving a lengthy suspension, are not permitted to participate in exhibition games and the exhibition games do not count as games served.

Suspensions carry forward from one season to another.

### **(9.1) Serving Lengthy Suspensions**

When an individual is in the process of serving a lengthy suspension, they are not eligible to participate in tournament or exhibition games until the suspension is served. The tournament or exhibition games do not count as games served towards the suspension.

Additionally, per Baseball BC policy (Honoring Members' Suspensions), an individual who is serving a lengthy suspension is suspended from all game related baseball activity for other Baseball BC member associations. Individuals who have multiple roles (coach, player, umpire) within one or more organization(s), are suspended from all their roles, with all organizations, while serving a lengthy suspension.

A lengthy suspension is defined as 4 or more games. When the term of a suspension is issued as a period of time, a lengthy suspension is defined as one week or more.

## **(10.0) Offense Categories**

Per section 11 of this document, offenses are categorized as either A, B, or C based on severity.



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Category A offenses = unacceptable conduct

Category B offenses = serious conduct

Category C offenses = very serious conduct

## (10.1) Determining Offense Number

Conduct will be sanctioned as a first, second, or third offense.

When an individual is being sanctioned for a category B or C offense, lower category offenses on the individual's current disciplinary record will not be considered for the purpose of determining the offense number. Lower category offenses will be considered when determining the length of a suspension within the recommended range.

The purpose of this process is to ensure that an individual with a lower category offense on their current record, is not subjected to 2<sup>nd</sup> or 3<sup>rd</sup> offense sanctions for a more serious offense, which may result in excessive discipline.

Example One: An individual is facing discipline for a category A offense. They have two category B suspensions on their current record. They will be subjected to discipline at the applicable category A level – 3<sup>rd</sup> offense.

Example Two: An individual is facing discipline for a category C offense. They have one category A suspension on their current record. They will be subjected to discipline at the applicable category C level – 1<sup>st</sup> offense.

## (10.2) Current Disciplinary Record

Past discipline shall be removed from an individual's current record as follows:

- a) Category A offenses – removed one year after date of the offense.
- b) Category B offenses – removed two years after the date of offense.
- c) Category C offenses – removed five years after the date of offense.

Note: Category C+ offenses are never removed from an individual's record.

## (10.3) Joint Record

An individual has a joint disciplinary record as a coach and as a player.



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## **(11.0) Recommended Sanctions**

The sanctions in section 11.1 and 11.3 of this document, are strongly recommended to the disciplinary committee; however, the committee has the ultimate authority to issue suspensions outside of the prescribed range when aggravating or mitigating circumstances are cited.

Discipline sanctions are typically issued in games, or a timeframe (weeks/months) and individuals are permitted to continue practicing while suspended. In exceptional cases, the discipline committee may suspend individuals from all baseball related activities, including practices and administrative activities.

### **(11.1) Offenses Against Umpires**

| <b><u>Offenses</u></b>   | <b><u>1<sup>st</sup> Offense</u></b> | <b><u>2<sup>nd</sup> Offense</u></b> | <b><u>3<sup>rd</sup> Offense</u></b> |
|--|--------------------------------------|--------------------------------------|--------------------------------------|
| <b><u>Category A: Level One Offense</u></b><br>Comments that are short in duration; likely directed at the umpire's decision; may be non-verbal, such as showing up umpires by drawing a line. | 1 game                               | 2 games                              | 5 games                              |
| <b><u>Category A: Level Two Offense</u></b><br>Disrespectful or personally insulting comments that were short in duration; may include profanity directed at a decision.                       | 1 to 2 games                         | 2 to 4 games                         | 3 to 5 games                         |
| <b><u>Category B: Level Three Offense</u></b><br>Profane, offensive comments towards the umpire; or persistent arguing after being ejected.  | 3 to 5 games                         | 5 to 8 games                         | 8 to 15 games                        |
| <b><u>Category B: Level Four Offense</u></b><br>Persistent comments that are profane, personal, and public.  | 5 to 10 games                        | 8-15 games                           | 10-20 games                          |
| <b><u>Category C: Level Five Offense</u></b><br>Threatening, racist, or homophobic insults directed at the umpire.   | 6 to 12 months                       | 1 to 2 years                         | 2 to 5 years                         |
| <b><u>Category C: Contact Against Umpires</u></b><br>May include light bumps, or unintentional conduct during arguments.   | 5 to 10 games                        | 10-20 games                          | 1 to 2 years                         |



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|  |              |              |                  |
|--|--------------|--------------|------------------|
| <b><u>Category C+: Intentional Contact Against Umpires with Potential for Injury</u></b><br>May include a push or punch. | 1 to 3 years | 3 to 5 years | 10 years to life |
|--|--------------|--------------|------------------|

## (11.2) Adult Offenses Against a Minor Umpire

In cases where an adult commits an offense against a minor umpire under the age of 19, the recommended sanctions in section 11.1 of this document, shall be doubled.

Failure on the part of the coach to identify an umpire as a minor will not be considered as a mitigating factor.

## (11.3) Player Conduct Towards Opposition

| <b><u>Offenses</u></b>  | <b><u>1<sup>st</sup> Offense</u></b> | <b><u>2<sup>nd</sup> Offense</u></b> | <b><u>3<sup>rd</sup> Offense</u></b> |
|---|--------------------------------------|--------------------------------------|--------------------------------------|
| <b><u>Category A: Trash Talking</u></b><br>Disrespectful comments towards opposition; taunting  | 1 game                               | 2 games                              | 5 games                              |
| <b><u>Category B: Insulting &amp; Abusive Language</u></b><br>Profane comments or gestures towards opposition; threats, intimidation            | 1 to 5 games                         | 3 to 10 games                        | 5 to 15 games                        |
| <b><u>Category B: Reckless Contact</u></b><br>Contact without the intent to injure; may include an aggressive slide, a low intensity push, etc. | 1 to 4 games                         | 3 to 5 7 games                       | 5 to 15 games                        |
| <b><u>Category C: Hateful Language</u></b><br>Racist, or homophobic insults towards opposition  | 10-20 games                          | 10 to 15 games                       | 20 games to one year                 |
| <b><u>Category C: Intent to Injure</u></b><br>Fighting, malicious contact with intent to injure, pitchers throwing at hitters                   | 5-10 games                           | 10 to 15 games                       | 20 games to one year                 |

## (11.4) Coach Conduct Against Opposition

When sanctioning a coach's conduct against their opposition, the table contained in section 11.3 of this document, shall be used with each range doubled. Furthermore, in the case of a



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category C offense, committed by an adult coach against a minor athlete, the upper limit of the recommended sanction shall be life.

## (11.5) No category Listed

The recommended sanctions in section 11 of this document, are not intended to encompass every potential offense. The discipline committee shall have the authority to determine the appropriate category and length of suspension for any offenses not specifically listed.

## (11.6) Subsequent Offenses

The discipline committee shall sanction fourth and subsequent offenses at double that prescribed for the third offense.

## (12.0) Considerations for the Discipline Committee

The discipline committee shall categorize each offense and consider the recommended range of suspension. When determining where the individual's conduct falls within the recommended range, the committee should consider the following:

### (12.1) Verbal Offense Considerations

Was a single comment made or were the comments **persistent**?

Did the individual **persist** after being ejected?

Were the comments **personally** insulting?

Was **profanity** used?

Were the comments **public**?

### (12.2) Physical Contact Offense Considerations

What was the intent of the offender?

What degree of force was used?

Did injury occur?



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What was the likelihood of injury occurring?

What part of the opponent's body was targeted?

Were there additional verbal offenses in addition to the physical offense?

## (12.3) Mitigating & Aggravating Circumstances

The discipline committee shall consider any applicable mitigating or aggravating circumstances. Such circumstances may include:

- Whether the individual has accepted responsibility, expressed remorse, or apologized for their conduct.
- Any educational programs (anger management, diversity training) completed to reduce the likelihood of the conduct reoccurring.
- The age of the athlete
- Medical conditions
- Provocation

## (13.0) Event Discipline Process

### (13.1) Application

This process shall apply to any Baseball BC event, typically a qualifying tournament or provincial championship, where an on-site technical director is assigned to supervise the administration of the event.

During a Baseball BC event, an on-site disciplinary process is used so that immediate disciplinary decisions can be made prior to a team's next game.

### (13.2) Authority of Technical Director

The Baseball BC on-site technical director, has the authority and responsibility to rule on any disciplinary matters, including ejections, safe sport complaints, and other conduct.

The technical director shall have the authority to suspend any individual for any number of games up to the end of the event. Such a decision is not subject to appeal.



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The technical director shall have the authority to intervene during any game to warn or eject any individual whose conduct is in violation of the Baseball BC Code of Conduct and who has not been sanctioned by the umpires.

## (13.3) Process

Upon receiving an ejection report, complaint, or personally witnessing misconduct, the technical director shall convene a disciplinary hearing. The individual being subjected to potential discipline is required to attend the hearing and failure to attend may result in the individual being indefinitely suspended. The head coach of the individual's team shall be entitled to attend. The parents/guardians of a minor athlete being subjected to discipline are entitled to attend. A minor athlete must be represented by an adult.

During the hearing, the technical director shall advise the individual of the accusations against them and in the case of an ejection, allow them to read the umpire's report. The accused individual shall have the opportunity to present their perspective.

The technical director may include other Baseball BC staff or directors in the disciplinary process.

The technical director may interview witnesses and investigate further as deemed necessary. Once that process is complete, the technical director shall advise the individual's head coach of any disciplinary sanctions.

## (13.4) Carry-Over Discipline

Any suspensions not completely served during an event or conduct that may require further discipline beyond the event, shall be forwarded to the discipline committee for review.

## (13.5) Category C & D Offenses

Any individual who is found to have committed a category C offense shall be suspended for the duration of the event. The matter will be forwarded to the discipline committee for review.

## (13.6) Determining Offense Number



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During an event, offenses shall be treated as a first offense within the applicable category unless an individual commits a second offense during that event.

When conduct is referred to the discipline committee after the event, the individual's current record will be considered, and additional sanctions may be issued.

This process is necessary because the technical director is not likely to have an accurate discipline history for all participants at a championship.

## (13.7) Reduction in Discipline

At Baseball BC events, the technical director has the authority to issue suspensions outside of the prescribed ranges provided sections 11.1 and 11.3 of this document, for category A and B offenses, based on the totality of the circumstances.

## (14.0) Appeals

The discipline committee chairperson shall communicate the right to appeal in all written rulings, with reference to submitting the appeal, the deposit, and deadline.

See the Baseball BC appeals policy for complete details.



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## Reporting Safe Sport Concerns

### (1.0) Introduction

Baseball BC believes in fostering a safe, welcoming, and inclusive environment for participants. When individuals have concerns about compliance with Baseball BC safe sport policies, a variety of reporting options are available to them. The purpose of this policy is to explain Baseball BC's reporting, investigation, and discipline procedures related to safe sport concerns or complaints.

### (2.0) Reporting of Concerns

Individuals may report safe sport concerns to Baseball BC by submitting a written complaint to the president or chief executive officer of Baseball BC.

When another individual (Director, Staff, etc.) at Baseball BC receives a Safe Sport complaint, they shall immediately forward such complaint to the Executive Director (or designate). Such a complaint will be processed when received by the president or chief executive officer.

Generally, verbal complaints will not be processed. However, should the president or chief executive officer become aware of alleged conduct that meets the definition of section 4.1 of this policy, the President or chief executive officer will advise the independent third party.

### (3.0) Jurisdiction

Baseball BC will have jurisdiction over Safe Sport complaints consistent with Section 2.0 of the Baseball BC discipline policy.

~~When a concern or complaint is reported per section 2.0 of this policy, the Chief executive officer (or designate) will first determine jurisdiction. If the alleged conduct occurred at any event or activity directly sanctioned or organized by Baseball BC, the Chief executive officer (or designate) shall follow the Section 4.0 of this policy to determine the investigative pathway for the complaint. Such Baseball BC events and activities include but are not limited to camps, high-performance programming, Summer Games, female grass roots programming, and championships.~~

~~When the alleged conduct occurred at a baseball activity that was not directly sanctioned or organized by Baseball BC, the complaint will be forwarded to the applicable Baseball BC member organization who will assume jurisdiction.~~

~~Baseball BC member organizations may request Baseball BC assume jurisdiction over a Safe Sport complaint, per Section 2.0 of the Baseball BC Discipline Policy.~~



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## **(4.0) Investigative Pathway**

When it is determined, per Section 3.0 of this policy, that Baseball BC will assume jurisdiction over a Safe Sport complaint, the Chief executive officer (or designate) must determine the investigative pathway.

### **(4.1) Very Serious Conduct**

When the Chief executive officer (or designate) determines that the complaint alleges very serious conduct has occurred, the complaint shall be forwarded to the independent third party who will conduct the investigation and discipline process. Examples of very serious conduct include without limitation:

- Maltreatment of a minor
- Criminal offenses
- Harassment
- Discrimination
- Sexual offenses
- Intimidation
- Threats of violence

When there is doubt, the case will generally be forwarded to the independent third party for review.

When there is alleged misconduct on the part of adult towards a minor, a lower threshold shall be applied, and the investigation is more likely to be forwarded to the independent third party.

The Chief executive officer (or designate) is required to contact the Independent Third Party when informed of any very serious conduct, regardless of whether the complaint is made formally in writing, or informally by another means. The Chief executive officer (or designate) need only have knowledge of the incident, regardless of whether that knowledge is obtained from the victim or another party. It is not the role of the Chief executive officer (or designate) to substantiate the complaint.

The Independent Third Party may decide to refer an investigation back to the Baseball BC Discipline Committee.



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## (4.2) Other Conduct

When the Chief executive officer (or designate) determines that the complaint alleges conduct that would not be classified as very serious, the complaint shall be forwarded to the Baseball BC Discipline Committee for their action.

## (5.0) Duty to Report

When the president, chief executive officer, or discipline committee chair may have reason to believe that a criminal offence may have occurred, they shall contact the local police or RCMP. This duty applies, regardless of whether Baseball BC assumes jurisdiction over a case.



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## Appeals Policy

### (1.0) Introduction

Baseball BC believes in fostering a safe, welcoming, and inclusive environment for participants. As part of creating a safe environment, Baseball BC must hold individuals accountable for their conduct when it is in violation of Baseball BC policies, which may result in disciplinary sanctions. The purpose of this policy is to create a fair process for allowing individuals the opportunity to appeal disciplinary decisions that have been issued against them.

### (2.0) Jurisdiction & Application

The appeals policy is only applicable to disciplinary decisions.

The appeals committee shall have jurisdiction over the following disciplinary matters:

- a) An appeal of a disciplinary decision made by the Baseball BC discipline committee, that resulted in a suspension of four games or more.
- b) ~~At the request of a local sports organization or member, an appeal of a disciplinary decision, arising from a safe sport complaint.~~
- c) ~~At the request of a member, an appeal of a disciplinary decision, arising from game related conduct, including but not limited to, umpire ejections.~~

#### ~~(2.1) Procedures when Baseball BC Assumes Jurisdiction over a Case~~

~~This paragraph applies to cases where Baseball BC assumes jurisdiction per sections 2.0 b-c of the appeals policy.~~

~~In these cases, the member's appeals policy would apply. Baseball BC's policies would not apply.~~

~~The decision rendered by the Baseball BC discipline committee is final. The member may not retry the case at the conclusion of Baseball BC's process.~~

~~When Baseball BC assumes jurisdiction over a case per sections 2.0 b-d of the discipline policy, the Baseball BC appeals committee will hear the appeal, using the member's appeal policy.~~



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## **(3.0) Appeal Committee Composition**

When the appeal involves a disciplinary decision described in section 2 (B or C) the Baseball BC discipline committee shall hear the appeal.

When the appeal involves a disciplinary decision described in Section 2 (A) the Baseball BC president (or designate) shall establish an independent appeals committee comprised of a chairperson and two additional members.

## **(4.0) Decision Making**

When deliberating, the appeals committee shall seek to achieve consensus. When consensus cannot be achieved, the committee shall make decisions by majority vote.

## **(5.0) Deposit**

For an appeal to be heard, the appellant must provide a deposit in the amount of \$250. Should the appeal be upheld or partially upheld, the deposit is returned in full. Should the appeal be dismissed, the deposit is retained by Baseball BC.

## **(6.0) Deadline & Submission**

An appeal of a decision made by the Baseball BC discipline committee must be made, including the submission of the deposit, within 48 hours of the disciplinary decision being issued.

An appeal must be made in writing to the chief executive officer of Baseball BC.

The appellant's written submission must clearly state their grounds for appeal, providing explanation and evidence to support their claim. The onus to prove the claim is on the appellant.

The appellant may submit written witness statements as part of their appeal.



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## **(7.0) Grounds for Appeal**

The following are grounds for appeal:

- a) A substantive error in findings.
- b) A substantive error in applying or interpreting a rule, process, or policy.
- c) A committee member's bias, conflict of interest, or partiality.
- d) That a sanction is clearly unreasonable in proportion to the offense.
- e) That the decision was outside the scope of the discipline committee's authority.

## **(8.0) Appeal Process**

- (a) The chief executive officer shall confirm reception of the written appeal.
- (b) The appeals committee chairperson shall invite the appellant to submit any further documentation in support of their appeal and advise the appellant of their right to an online hearing. Such a hearing should be scheduled within five days of receiving the appeal. An online hearing is an opportunity for the appellant to verbally explain their appeal. The appellant may only speak to, and present evidence related to the grounds for appeal, as stated in their written submission. The appellant may not introduce new grounds for appeal in their online hearing.
- (c) The appeals committee shall investigate, ask clarifying questions of the appellant, and speak to witnesses as deemed necessary.
- (d) The appeals committee should release their final ruling within seven days of receiving the appeal.

## **(9.0) Status of Original Decision**

Once an appeal is received, subject to the exceptions below, the original disciplinary decision is held in abeyance and the individual is permitted to resume participation, pending the results of the appeal.

If the discipline was issued because of an umpire ejection, the individual must serve their automatic one game suspension, per section 5.1 of the Baseball BC discipline policy.



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The original disciplinary decision will not be held in abeyance and the individual will continue to serve their suspension in the following circumstances:

- a) The appeal process is delayed beyond one week at the fault of the appellant.
- b) The individual was issued a suspension of 8 games or more.

## **(10.0) Expedited Process**

This process is to be applied in cases where an appellant's suspension is held in abeyance under section 9 of this policy and the appellant is scheduled to participate in a Baseball BC event before the appeal would ordinarily be heard.

In this instance, Baseball BC may convene the appeal's committee and process the appeal in an expediated manner. When Baseball BC chooses to process an appeal in an expediated manner, the appellant is required to participate, at times determined by the chairperson. When an appellant fails to participate, thereby delaying the expediated process, the chairperson may determine that the suspension will not be held in abeyance.

## **(11.0) Appeal Committee Considerations**

An appeals committee shall consider the following when determining whether to uphold an appeal:

- a) That an error, described in section 7 (A or B) of this document, must be substantive and that the error led to an increased or unreasonable sanction.
- b) When considering appeals under Section 7 (C) of this document, the appeals committee shall only uphold the appeal when the discipline falls outside the range of what is reasonable, not simply because the appeals committee would have come to a slightly different decision.

When the appeal involves a disciplinary decision described in Section 2 (B or C) of this document, made by another member organization, the appeals committee shall consider the applicable policies and procedures of that organization.



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## **(12.0) Appeal Committee Options**

The appeals committee may:

- a) Uphold the appeal and vacate the disciplinary sanctions in its entirety.
- b) Dismiss the appeal and uphold the disciplinary decision in its entirety.
- c) Partially uphold the appeal and modify the terms of the disciplinary sanction.



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## High Performance Committee Report – January 15, 2024.

The HPC met on Wednesday, January 10, 2024, in preparation for the upcoming competitive season. Staff and Technical Directors have been busy prioritizing their workloads to align with Baseball BC's strategic priorities. Within the objectives outlined in *Improving and Expanding High Performance Programming*, the committee has worked with our membership groups to realign our Selects Camp and other high-profile tournaments to avoid any significant conflicts in timing, camp exemptions for players have been clearly defined and communicated, and the composition of our committee has been updated to reflect changes in leadership within our membership groups. Notably, five female coaches have been added to our coaching staff and will be leading our female athletes in 2024. These coaches are a welcomed addition and represent the work that the committee has been doing to *Grow the Game* within the equity and inclusivity lens. Finally, the objective of *Improved Coaching Development opportunities and effectiveness* continues to be addressed as the committee has added a Cross- Checker position to the 14U-15U identification process. The position will focus on delivering some of our evaluation criteria to coaches and will have an overall regional knowledge as it relates to specific player performance within the age group. Furthermore, the committee is working to issue a report card to players within one week of attending an identification camp as staff and technical directors continue to explore appropriate uses of technology within our high performance evaluation process.

I have included the minutes from our January 10<sup>th</sup> meeting below for your information.



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## High-Performance Committee

Wednesday January 10

7:00pm - Zoom

### Minutes

- 1) Andrew provided an introductory welcome.
- 2) Kyle provided an update on the committee's composition. Both Mike Addy and John Braaten were representing the PBL and BC Minor respectively on the committee and have left their role with those organizations. They will remain on the committee. Wes Taylor joined the meeting as a guest and will be formally added as a PBL representative at the January BOD meeting. BC Minor has not provided a new representative.
- 3) Kyle provided an update on the new 14U/15U cross-checker role. Don Hutchinson has been hired to this position. He has two primary roles:
  - a) To teach each Zone coaching staffs how to use our rubrics and metrics so athletes are evaluated consistently across the province.
  - b) To take the lead in selecting athletes for the Prospects Camp. Don will be responsible for having cross-zone knowledge of athletes, something we currently do not have as our coaches know their own athletes will but are unable to compare them to others outside their zone.
- 4) There are two changes to coach remuneration for 2024. Coaches will receive the organization wide per diem increase to \$75 per day. Coaches will be able to claim mileage starting at km 51 instead of km 101 for local travel.
- 5) Kyle advised the committee that athletes will receive a report card within one week of attending an identification camp this season and that we are looking at the addition of modern technology in our provincial camps that will also generate an athlete report.
- 6) David spoke to a two-year trial project for college placement involving Terry McKaig and Bill Green. Baseball BC will promote their businesses, which will be value added to our athletes.
- 7) The committee reviewed and approved this year's pathways document.
- 8) The next meeting is set for Wednesday May 1 at 7pm.



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January 14, 2024

Board of Directors,

This is a DRAFT version of the Baseball BC 2024 High-Performance Pathways document for your review and format ratification. It has been approved by the High-Performance Committee.

This document has been marked as a draft and we would ask that it is not distributed outside the Board at this time. None of the information is confidential; however, some operational details are to be confirmed and it becomes problematic if multiple versions are distributed throughout the baseball community.

Our intent is to formally release this document at the end of January, at which time we will ask our members to use their communication channels to ensure this document gets to all prospective high-performance athletes with their programs.

The document is substantively the same as previous years but a few changes including:

- The addition of program goals and objectives
- Fee increases of about \$50 for most provincial camps and provincial teams
- Improved clarity and more detailed information in some areas
- The rebranding of the female HP program as the “Aces Provincial Program”

Please let me know if you have any questions,

Kyle Williams



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## Baseball BC High-Performance Program 2024 Pathway Document

### Introduction

The purpose of this document is to provide athletes, parents & guardians, and associations with a comprehensive summary of the Baseball BC high-performance program for the 2024 season. This includes explaining the high-performance pathways for each age division, event dates, selection processes, and camp locations.

The Baseball BC staff contact for high-performance is Kyle Williams ([kyle@baseball.bc.ca](mailto:kyle@baseball.bc.ca)).

### Program Goals & Objectives

The goals and objectives of the Baseball BC high-performance program are:

- To create a fair and transparent process for selecting athletes to provincial teams.
- To provide athletes with high-level coaching at provincial camps and on provincial teams.
- To provide each provincial team athlete with a fun and rewarding tournament experience.
- To win a gold medal at the Baseball Canada Cup and 16U female Nationals.

### Definitions

Zone ID Camp – A 14U/15U identification camp for male athletes.

Regional ID Camp – A 16U/17U identification camp for male athletes.

Aces ID Camp – An 14U to 21U identification camp for female athletes

Prospects Camp – The 14U/15U male provincial camp

Select Camp – The 16U/17U male provincial camp

Aces Provincial Camp – The 14U to 21U female provincial camp.



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## Age Divisions

The following table shows the birth and traditional grad year associated with each age division.

| <u>Division</u> | <u>Birth Year</u>            | <u>Traditional Grad Year</u> |
|-----------------|------------------------------|------------------------------|
| 21U Female      | 2003, 2004, 2005, 2006, 2007 | 2021, 2022, 2023, 2024, 2025 |
| 16U Female      | 2008, 2009                   | 2026, 2027                   |
| 14U Female      | 2010 (or later)              | 2028 (or later)              |

A 14U female athlete is eligible for selection to the 16U female provincial team. Should this occur, the athlete could play on both provincial teams.

Any athlete born in 2010 or later is eligible for selection to the 14U female provincial team.

| <u>Division</u> | <u>Birth Year</u> | <u>Traditional Grad Year</u> |
|-----------------|-------------------|------------------------------|
| 17U Male        | 2007 (or later)   | 2025 (or later)              |
| 16U Male        | 2008              | 2026                         |
| 15U Male        | 2009              | 2027                         |
| 14U Male        | 2010              | 2028                         |

An athlete born in 2007 or later is eligible for selection to the 17U male provincial team. Should this occur, the athlete could play on two provincial teams.

Athletes will play in their own age division at 14U, 15U, and 16U. Athletes born in 2011 or later are not eligible for the 14U provincial team.

Female athletes can play in male divisions and may have an extra year of eligibility.



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## Minimum Playing Time

The following minimum playing time standards shall apply to all athletes.

| <u>Male Events</u>        | <u>Minimum Playing Time</u>  |
|---------------------------|--|
| Summer Games & Canada Cup | Pitchers – One outing<br>Position players – One start.                   |
| Other Tournaments         | Pitchers – One outing<br>Position players – 25% of the defensive innings |

| <u>Female Events</u>                                   | <u>Minimum Playing Time</u>                            |
|--|--|
| National Championships<br>Western Canada Championships | Pitchers – One outing.<br>Position players – One Start |

An athlete who is both a pitcher and a position player, need only receive the minimum playing time requirements in one of those capacities, not both.

An outing is defined as 40 pitches.

Unfortunately, a pitcher scheduled to start a medal round game may not get an opportunity to pitch if the team does not qualify. This would not constitute a violation of this rule.

A position player start is defined as starting the game in a defensive position and being substituted no earlier than the 5<sup>th</sup> inning.

Players who are injured or disciplined may not receive their minimum playing time.



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## Roster Announcement Dates

Rosters will be announced at 7AM on the date listed below, as a news article on the home page of the Baseball BC website.

<https://www.baseball.bc.ca/>

|                              |           |
|------------------------------|-----------|
| BC Summer Games Rosters      | May 31    |
| Select Camp Invites          | June 4    |
| Aces Provincial Camp Invites | June 4    |
| Male Team BC 16U & 17U       | July 5    |
| Female Team BC 14U, 16U, 21U | July 12   |
| Prospects Camp Invites       | July 24   |
| Male Team BC 14U & 15U       | August 12 |

## High-Performance Program Fees

|                      |                     |
|----------------------|---------------------|
| Identification Camps | \$50                |
| BC Summer Games      | \$300               |
| Prospects Camp       | \$400               |
| Select Camp          | \$400               |
| Aces Provincial Camp | \$450               |
| Male Team BC 14U     | \$300               |
| Male Team BC 15U     | \$450               |
| Male Team BC 16U     | \$300               |
| Male Team BC 17U     | \$575 + flight cost |
| Female Team BC 14U   | \$300               |
| Female Team BC 16U   | \$575 + flight cost |
| Female Team BC 21U   | \$575 + flight cost |

Please see a detailed breakdown of what is covered (accommodation, flights, etc) with each Team BC fee within the full event description. Fees differ based on the length and location of events and what is covered by Baseball BC.



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## Required Events on the High-Performance Pathway

Zone (14U/15U male), Regional (16U/17U male), and Aces (14U-21U female) Identification Camps are an athlete's entry point into high-performance programming. Unless exempted, as set out below, attendance at these camps is mandatory and athletes cannot receive an invitation to the provincial camp if they do not attend.

Provincial camps are also mandatory events for athletes interested in being selected to Team BC. Unless exempted, as set out below, athletes who do not attend these events in their entirety, are not eligible for provincial team selection.

Athletes who played on the 2023 Baseball BC 15U or 16U male provincial teams are not required to attend the Regional Identification Camp and will receive an automatic invitation to the 2024 Select Camp.

## Camp Exemptions

An athlete who is injured or has another special circumstance may receive an exemption from attending all or part of a required camp.

Athletes currently participating in a Baseball Canada National Team program are eligible to receive camp exemptions.

**Special Circumstances:** Examples of special circumstances may include, but are not limited to, bereavement, school exams, and previously scheduled/committed college events. Special circumstances do not include, without limitation, scheduling conflicts with other sports, family holidays, and social engagements.

When an athlete is exempted, their evaluation will be based on feedback from coaches and past performance within the high-performance program. Being exempted allows the athlete to progress to the next stage in the high-performance program, but such progression is not guaranteed.

Requests for camp exemptions, outside of emergencies during a camp, must be made prior to the beginning of the camp, by email to Director of High-Performance & Special Projects Kyle Williams ([kyle@baseball.bc.ca](mailto:kyle@baseball.bc.ca)). Requests cannot be approved by coaches. A doctor's note or other supporting documentation may be required.



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## Provincial Team Coaching Staffs

| <u>Team</u> | <u>Head Coach</u>            | <u>Assistant Coaches</u>                        |
|-------------|------------------------------|---|
| Male 17U    | Cav Whitely                  | Anthony Pluta<br>Brooks McNiven<br>Sammie Starr |
| Male 16U    | Cav Whitely<br>Anthony Pluta | Devery Van De Keere<br>Jordan Broatch           |
| Male 15U    | Cam Frick                    | To be announced after the Summer Games in June. |
| Male 14U    | Joe Germaine                 | To be announced after the Summer Games in June. |
| Female 21U  | Emily Fournier               | Logan Wedgewood<br>TBD                          |
| Female 16U  | Stacy Fournier               | Emily Fournier<br>Liz Gilder                    |
| Female 14U  | Kristy Watson                | Juliette Kladko<br>Ashley Stewart               |

## Zone Coordinators – Male 14U/15U

| <u>Zone</u>   | <u>Zone Coordinator</u> |
|---|-------------------------|
| 1 – Kootenays<br>2 – Thomson Okanagan<br>7 – Northwest<br>8 – Cariboo Northeast | Kyle Williams           |
| 3 – Fraser Valley   | Joe Germaine            |
| 4 – Fraser River  | Braden Persian          |
| 5 – Vancouver Coastal   | Cam Frick               |
| 6 – Vancouver Island  | Brandon Dornan          |



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## Summer Games Coaching Staffs – Male 14U/15U

| <u>Zone</u>               | <u>Zone Coordinator</u>  |
|---------------------------|--|
| 1 – Kootenays             | Stephen Mailey (HC)<br>TBD (AC)<br>TBD (AC)                      |
| 2 – Thomson Okanagan      | Josh Snider (HC)<br>Tyler Andrew (AC)<br>TBD (AC)                |
| 3 – Fraser Valley         | Joe Germaine (HC)<br>Orville Germaine (AC)<br>Brad Robinson (AC) |
| 4 – Fraser River          | Braden Persian (HC)<br>John Braaten (AC)<br>Jason Hotell (AC)    |
| 5 – Vancouver Coastal     | Cam Frick (HC)<br>Quinn Betteridge (AC)<br>TBD (AC)              |
| 5 – Vancouver Coastal (B) | Connor Hillman (HC)<br>Tyler Gillies (AC)<br>TBD (AC)            |
| 6 – Vancouver Island      | Tom Geoghegan (HC)<br>Joey Sabo (AC)<br>Brady Rogers (AC)        |
| 8 – Cariboo Northeast     | TBD (HC)<br>TBD (AC)<br>TBD (AC)                                 |



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## Male Pathway (14U & 15U)

### Step One – Zone Identification Camp

#### What is a Zone Identification Camp?

Zone identification camps are three-hour events that are the entry-point to the high-performance program.

Athletes are evaluated on specific skills, using a five-point rubric. A complete summary of the evaluation metrics will be provided to registered athletes in advance of the camp. Athletes will be sent a report card with their scores following the camp. These evaluations, combined with knowledge about past performance within the high-performance program, club team performance, and coach references, will be used to select athletes for the Summer Games teams and Prospects Camp.

#### Registration Process

Athletes must attend one evening camp **within their zone**, based on where they reside.

Use this link below to find your zone: <https://staging.bcgames.org/games/zones/>

Athletes must pre-register for these camps using the following link:

<https://baseball.bc.ca/highperformance>

Registration will open on **April 1, 2024** and will be limited to 30 athletes per camp.

The cost to attend a Zone ID camp is \$50.

#### Requirement to Attend

Zone ID camps are a required event on the high-performance pathway. Subject to the exemptions contained in this document, athletes who do not attend a Zone ID camp are not eligible for further progression in the high-performance pathway during the 2024 season.



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## 14U/15U - Zone Identification Camp Schedule

| <u>Zone</u>           | <u>Dates</u>       | <u>Time</u>            | <u>Location</u>                |
|-----------------------|--------------------|------------------------|--------------------------------|
| 1 – Kootenays         |                    |                        | TBD, Trail                     |
|                       |                    |                        | TBD, Cranbrook                 |
| 2 – Thomson Okanagan  |                    |                        | TBD, Kelowna                   |
|                       | Wednesday April 24 | 5:00-8:00              | McNicol Park, Penticton        |
|                       | Wednesday May 8    | 5:00-8:00              | Canada Games, Kamloops         |
| 3 – Fraser Valley     | Tuesday April 18   | 5:00-8:00              |                                |
|                       | Tuesday May 2      | 5:00-8:00              | McLeod Park, Langley           |
|                       | Tuesday May 16     | 5:00-8:00              |                                |
| 4 – Fraser River      | Tuesday April 18   | 5:00-8:00              | South Surrey Athletic, Surrey  |
|                       | Tuesday May 2      | 5:00-8:00              | Whalley Stadium, Surrey        |
|                       | Tuesday May 16     | 5:00-8:00              |                                |
| 5 – Vancouver Coastal | Tuesday April 18   | 5:00-8:00              | TBA, Richmond                  |
|                       | Tuesday May 2      | 5:00-8:00              | Parkgate Park, North Vancouver |
|                       | Tuesday May 16     | 5:00-8:00              | Winskill Park, Delta           |
| 6 – Vancouver Island  | Tues May 14        | 3:00-6:00<br>6:00-9:00 | Serauxmen Stadium, Nanaimo     |
|                       | Wed May 22         | 3:00-6:00<br>6:00-9:00 | Layritz Park, Victoria         |
| 8 – Cariboo Northeast |                    |                        | TBD, Prince George             |



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## **Step Two – BC Summer Games**

The BC Summer Games is a multi-sport event held every two years, organized by the BC Summer Games Society. The province is split into eight zones and each zone (except for Zone 7) fields a team. Zone 5 will field two teams (A & B). Athletes are required to stay in accommodations provided by the BC Games during the event.

The Baseball BC Summer Games will be used to select athletes for the Prospects Camp. While it is not a required event on the high-performance pathway, participation is strongly recommended.

Each Zone will field a roster of 16 athletes. The rosters will be announced on May 31<sup>st</sup>.

The BC Summer Games is held July 18-21 in Maple Ridge.

The cost to attend the BC Summer Games is \$300.

## **Step Three – Prospects Camp**

The Prospects Camp is an intensive three-day event used to select athletes for Team BC 14U and 15U. The camp combines both instruction from experienced coaches and athlete evaluation.

Thirty-five athletes in each age category will be invited to the Prospects Camp. Invites will be announced on July 24<sup>th</sup>.

The Prospects Camp will be held August 9-11 in Chilliwack.

The Prospects Camp is a required event on the high-performance pathway. Subject to the exemptions contained in this document, athletes who do not attend the Prospects camp in its entirety are not eligible for selection to Team BC.

The cost to attend the Prospects Camp is \$400.



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## **Step Four – Play on Team BC 14U or 15U**

At the conclusion of the Prospects Camp, Baseball BC will name a roster of 16 athletes to Team BC 14U and Team BC 15U. Rosters will be announced August 12<sup>th</sup>.

Team BC 14U will compete in a Western Prospects tournament on the Labour Day weekend in Alberta.

Team BC 15U will compete in the Desert Fall Classic, in Las Vegas, in October of 2024.

Athletes on Team BC 14U and 15U will be assessed a per player fee cover coaching honorariums/expenses, tournament entry fees, and apparel. Athletes will make their own travel arrangements. A block booking at a team hotel will be offered. Arrangements can be made for athletes to attend without a parent/guardian, under the supervision of coaches.

The per player fee for 14U is \$300.

The per player fee for 15U is \$450.

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## Male Pathway (16U & 17U)

### Step One – Regional Identification Camp

#### What is a Regional Identification Camp?

Regional identification camps are three-hour events that are the entry-point to the high-performance program.

Athletes are evaluated on specific skills, using a five-point rubric. A complete summary of the evaluation metrics will be provided to registered athletes in advance of the camp. Athletes will be sent a report card with their scores following the camp. These evaluations, combined with knowledge about past performance within the high-performance program, club team performance, and coach references, will be used to select athletes for the Select Camp.

#### Registration Process

Athletes may attend any Regional Identification Camp. Residence does not matter.

Athletes must pre-register for these camps using the following link:

<https://baseball.bc.ca/highperformance>

Registration will open on **April 1, 2024** and will be limited to 30 athletes per camp.

The cost to attend a Regional Identification Camp is \$50.

#### Requirement to Attend

Athletes who played on Team BC 15U, or Team BC 16U during the 2023 season are exempted from attending a Regional Identification Camp and will receive an automatic invitation to the 2024 Select Camp.

Athletes who were named as alternates to Team BC 16U, who attend the invitation only select team minicamp in May, are exempted from attending a Regional Identification Camp.

For athletes not exempted, Regional Identification Camps are a required event on the high-performance pathway. Subject to the exemptions contained in this document, athletes who do not attend a Regional Identification Camp are not eligible for further progression in the high-performance pathway during the 2024 season.



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## 16U/17U – Regional Identification Camp Schedule

| <u>Date</u>      | <u>Time</u>            | <u>Location</u>       |
|------------------|------------------------|-----------------------|
| Wednesday May 1  | TBD                    | Evans Park, Duncan    |
| Wednesday May 15 | 4:00-7:00<br>6:30-9:30 | McLeod Park, Langley  |
| Wednesday May 22 | 5:00-8:00              | Elks Stadium, Kelowna |
| Wednesday May 29 | 4:00-7:00<br>6:30-9:30 | Mundy Park, Coquitlam |

### Step Two – Attend the Selects Camp

The Select Camp is an intensive three-day event used to select athletes for Team BC 16U and 17U. The camp combines both instruction from experienced coaches and athlete evaluation.

Thirty-five athletes in each age category will be invited to the Select Camp. Invites will be announced on June 4<sup>th</sup>.

The Select Camp will be held July 2-4 at South Surrey Athletic Park.

The Select Camp is a required event on the high-performance pathway. Subject to the exemptions contained in this document, athletes who do not attend the Select Camp in its entirety are not eligible for selection to Team BC.

The cost to attend the Select Camp is \$400.

### Step Three – Play on Team BC 16U or 17U

At the conclusion of the Select Camp, Baseball BC will name a roster of 20 players to Team BC 16U and Team BC 17U. Rosters will be announced on July 5<sup>th</sup>.

Team BC 16U will compete in a Western Prospects tournament on the Labour Day weekend in Alberta.

Team BC 17U will compete in the Canada Cup, August 7-11 in Fort McMurray, Alberta.

Athletes on Team BC 16U will be assessed a per player fee of \$300 to cover coaching honorariums/expenses, tournament entry fees, and apparel. Athletes will make their own travel arrangements. A block booking at a team hotel will be offered. Arrangements can be made for athletes to attend without a parent/guardian, under the supervision of coaches.

Athletes on Team BC 17U will be assessed a per player fee of \$575 plus the cost of the flight for the event. Transportation and accommodation will be provided.



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## Female Pathway (14U & 16U & 21U)

### Step One – Attend an Aces Identification Camp

#### **What is an Aces Identification Camp?**

Aces identification camps are three-hour events that are the entry-point to the female high-performance program.

Athletes are evaluated on specific skills, using a five-point rubric. A complete summary of the evaluation metrics will be provided to registered athletes in advance of the camp. Athletes will be sent a report card with their scores following the camp. These evaluations, combined with knowledge about past performance within the high-performance program, club team performance, and coach references, will be used to select athletes for the Aces Provincial Camp.

#### **Registration Process**

Athletes may attend any Aces Identification Camp. Residence does not matter.

Athletes must pre-register for these camps using the following link:

<https://baseball.bc.ca/highperformance>

Registration will open on **April 1, 2024** and will be limited to 30 athletes per camp.

The cost to attend a Regional Identification Camp is \$50.

#### **Requirement to Attend**

Aces identification camps are a required event on the high-performance pathway. Subject to the exemptions contained in this document, athletes who do not attend an Aces identification camp are not eligible for further progression in the high-performance pathway during the 2024 season.



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## Aces Identification Camp Schedule

Athletes must pre-register for these camps using the following link:

<https://baseball.bc.ca/highperformance>

Registration will open on **April 1, 2023** and will be limited to 30 athletes per camp.

| <u>Date</u>          | <u>Time</u> | <u>Location</u>                   |
|----------------------|-------------|-----------------------------------|
| Monday May 6         | 5:00-8:00   | Fairfield Island Park, Chilliwack |
| Friday May 10        | 5:00-8:00   | Kensington Park, Burnaby          |
| Friday May 24        | 5:00-8:00   | McNichol Park, Penticton          |
| Saturday May 25      | 12:00-3:00  | 15U Field, Kamloops               |
| Monday May 27        | 5:00-8:00   | Kensington Park, Burnaby          |
|                      |             | TBD, Victoria                     |
|                      |             | TBD, Duncan                       |
| (Combined with male) |             | TBD, Cranbrook/Trail              |
| (Combined with male) |             | TBD, Prince George                |

## **Step Two – Attend the Aces Provincial Camp**

The Aces Provincial Camp is an intensive four-day event used to select athletes Team BC 14U, 16U, and 21U. The camp combines both instruction from experienced coaches and athlete evaluation.

Up to 70 athletes will be invited to the camp. Invites will be announced on June 4<sup>th</sup>.

The Aces Provincial Camp will be held July 8-11 at Whalley Stadium in Surrey.

The Aces Provincial Camp is a required event on the high-performance pathway. Subject to the exemptions contained in this document, athletes who do not attend the camp, in its entirety, are not eligible for selection to Team BC.

The cost to attend the Aces Provincial Camp is \$450.



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## **Step Three – Play on the Provincial Team**

At the conclusion of the Aces Provincial Camp, Baseball BC will name the roster to Team BC 14U, Team BC 16U, and Team BC 21U.

The roster size for each team will be between 14 and 18 athletes depending on the depth of the talent pool in each age category. Rosters will be announced on July 12<sup>th</sup>.

Team BC 14U will compete in the Western Canada Championships, August 16-18 in Manitoba.

Team BC 16U will compete in the National Championships, August 22-25 in Saskatoon, Sask.

Team BC 21U will compete in the National Championships, August 8-11 in Summerside, PEI.

Athletes on Team BC 14U will be assessed a per player fee of \$300 plus the cost of the flight to cover coaching honorariums/expenses, tournament entry fees, and apparel. Athletes will stay in accommodations with their families, the cost of which is not covered by Baseball BC. A block booking at a team hotel will be offered. Athletes attending without a parent/guardian, under the supervision of coaches, will stay in team accommodation, for an additional cost.

Athletes on Team BC 16U & 21U will be assessed a per player fee of \$575 plus the cost of the flight for the event. Flights and accommodation will be provided.