

West Hill Softball

Annual Association Meeting
October 19, 2022



Agenda

- Welcome & Introductions (Brian Antaya & Board Members)
- 2022 Year in review (Brian Antaya & Board Members)
- Treasurer's Report (Rory Brownell)
- New Business (Various)
 - Honorariums Considerations / Volunteer Bonds (Shireen)
 - Additional Expenditures for 2023 (Rory)
 - Evaluation Process & Guidelines Documentation (Shireen)
 - CMSA Updates & 2023 planning (Brian)
 - WHS Alumni Team Development (Jen)
- Call for board members & volunteers (Brian Antaya)
- Open floor / Q&A
- Adjournment

WHS Board Members



Brian Antaya

President, Communications, U15
& U17 Div 2 Coach

✉ director@westhillsoftball.ca



Jennifer Kirby

Vice President & Secretary
U19 Coach

✉ vp@westhillsoftball.ca



Rory Brownell

Treasurer.
U13 Selects Coach

✉ treasurer@westhillsoftball.ca



Rachel Sawyer

Registrar.
U13 Div 2 Coach

✉ registration@westhillsoftball.ca



Shireen Bond

Conflict & Appeals Coordinator
U13 Selects Coach

✉ appeals@westhillsoftball.ca



Nicole Genereux

Fields & Gym Coordinator
Daughter - U17

✉ fields@westhillsoftball.ca



Chad Leier

Timbits Program Coordinator
U9 & U11 Coach

✉ timbits@westhillsoftball.ca



Craig McDowell

Equipment/Lockbox Coordinator,
Daughter - U15

✉ equipment@westhillsoftball.ca

2022 Year In review - West Hill now the largest district in Calgary!

405

Players

36

Teams



78%

5 Year Growth

104

Coach Volunteers



LAST OFF-SEASON

- Fall Clinics (Oct - Dec 2021)
 - Hitting only w/ SAIT; Pitching only w/ Dwayne; Selects Camps
 - (Sign-ins / vaccination req'd / limited numbers)
- Shutdown into January due to Covid spike
- 2 weekends of Rustbusters (End of Jan / Start of Feb)
 - Pitching, Rustbuster w/ SAIT, Selects Camps
- Spring Pitching Clinics (April 2 & 9)

THIS OFF-SEASON

- 2022/23 = Forged new partnership with Pitching & Catching coaches (Lance Block & Chris Robertson)
- Rustbusters in January

2022 Year In review - Categories



Age Category	Total Players	Teams	Division Levels	City Champions	Provincial Teams
High School	39	3	Div.1 Div.2 Div.3	n/a	"D" = Red (Springman) Intermediate "Intermediate" (Doering)
U15	78	6	1 Div.1 3 Div.2 2 Div.3	G = 2A Antaya S = 3 teams	"B" = Vipers (Redl)
U13	89	7	1 Div.1 2 Div.2 4 Div.3	S = 3B Carter	"B" = Wild (Bond) "C" = ? (Sawyer)
U11	98	8	2 Div.1 2 Div.2 4 Div.3	S = 1A Joy S = 2A Hayward	Fireballs (Hayward) Wildfire (Joy) Poison Dart Frogs (Grant)
U9	61	7	One level only	G = Red Leier S = Red Sparrey	n/a
U7 Timbits	40	5	No levels	Season Opener Party	Everyone wins!



- WHS Tournament ([Recap](#))
 - 34 teams & 200 players across 5 divisions
 - Battled rainstorms and field flooding to still finish only 1 hour late!
 - Generated roughly \$5k net revenue to our organization
 - Thanks to our volunteers!
 - Great feedback on fields and organization
 - Arguably the best tournament in Calgary this year
- Photo Night & BBQ
 - Used bigger space (Absolute)/ facility for photos - success!
 - Thank you to Kal Tire for the food!
- Mentor Program
 - 5 players (u15s) regularly involved with the program; fantastic reviews from coaches!
 - Looking to expand this in 2023
 - Thank you Jen Semenzin for running program this past season

COACHES OF THE YEAR

- Scott Springman
- Tara Barker

We were 100% Volunteer run in 2022
Not just your Board Members...
but also found on every team

VOLUNTEERS OF THE YEAR

Sabrina & Greg Redl



- 104 Volunteer Coaches
- 35 Team Managers
- Shout out to ALL the volunteers for each team:
Head Coach / Assistant Coaches / Team manager / Practice
helpers / Umpires / Field Managers / Scorekeepers /
Treasurers / Equipment managers / Social Coordinators /
Tournament Coordinators / etc.

- **Evaluation Processes**

- Gym availability / COVID Protocols
- New evaluation level (u11) - limited previous data
- Concerns from parents on how decisions are made, who is involved

- **Coach Requirements**

- Collecting all required info is labour intensive / herding cats
- Unfair for Coaches to pay for required courses on top of their volunteer time. Looking to change this in 2021

- **In Season Coaching Support**

- Once the season starts, experienced coaches are busy with their teams
- Coaches are left to do the research and build plans on their own
- Calgary Minor working on a plan to provide more support to coaches

- **Field Availability & Quality in SW Calgary**

- No new Softball-dedicated fields built in the past 10 years (vs. 78% player growth)
- Quality of fields has seen a deterioration in recent years (weeds, holes, maintenance, etc.)
- Fighting other organizations (adult, baseball, etc.) for diamond development

- **Umpires**

- Although improved, still not enough coverage by CMSUA umpires (HS, U15 Div 1 & 2, U13 Div 1)
- Limited training available for parents
- Not enough umpires dedicated. Need to promote umpiring in our community

- **Porta Potties**

- Vandalism, weather impacts cause significant extra costs (total ~ \$5k)
- CMSA is looking for a central vendor that all districts can use; WHS will look at a different vendor next year

Survey Results Highlights



Great Results!!

68

Responses

9.2

Recommend

8.8

Value for Money

9.2

Likely to Return



Survey Winners:

(\$50)

Lisa Dornan

Heather Gilfoy

WHS Activities - Rated (7+ out of 10 or 4+ out of 5)

- 75% Evaluations
- 88% Player was placed at the correct level
- 94% Team Placement
- 81% Want Porta-potties next year
- 76% spend on SWAG (vs. save money)
- 100% Tiered fees for Division levels (vs. Not)
- 57% New logo better than old
- 43% New jerseys better than old

CMSSA Season - Rated (7+ out of 10 or 4+ out of 5)

- 76% Prefer 2 games per week (21% prefer 1 game)
- 52% Prefer 2 practices per week ***
- 77% Prefer 2 or more Tournaments
- 68% of Div 2 families liked the extended season length (2 wks)
- 44% of Div 1 families liked the extended season length (4 wks)
- 79% liked opening weekend
- 92% liked the season schedule
- 79% liked the start times & game lengths (u9/u11 most against)
- 71% liked field locations
- 81% thought their CMSSA division was appropriate
- 78% like City Championships

Our Recommendations for CMSA in 2023



1. **Season Length for Division 1**

- Recommend reduction to mid-July at latest

2. **Reduction in the number of games / more practices**

- Have 1 bye night every two weeks; less games on Opening weekend for Div 3

3. **Division Structures & Realignment during year**

- Larger groupings to start year (u11+)
- Redo division alignments on May long weekend
- Consultation with districts & coaches for changes

4. **Modified Division 3 rules for u11/u13**

- Promote more game play (vs. walks)

5. **Remove Open Inning for Division 1**

- 7 run max for all Div 1 & 2 (align with Softball AB rules)

6. **Offseason Calgary-Centralized Training Programs**

- Elite training run at CMSA level to pool resources together

- **Registrar:** Implemented TeamSnap this year, Marnie Doig assistant registrar (did tourney); lots of positives from the improvement
- **Field & Gym Coordinator:** Always looking for new fields and looking for a shadow of this position
- **Equipment Coordinator:** Record enrolment this year, supply chain issues and increased enrolment, u9/u11/U13 needed additional equipment; additional storage (near COP) rented; added new 3 new field lockboxes; record demand for chalk; porta-potties issues, biggest losses in lock boxes: tape measures and hammers.
- **Jersey Coordinator:** mixed review on new jerseys, looking for a new design & supplier for 2023. Kept jerseys in “teams” after ‘22 season. Propose taking sizing out of registration. Looking for a job shadow this year
- **Appeals Coordinator:** Busy year for complaints and concerns focused on U9 and U11 (no different at CMSA level). No complaints in U15 & HS. Main concerns around evals, team creation, coach qualifications
- **Treasurer:** See following pages and speaker notes

Financial Overview



	2022		2021		2019	
Spring Season Registration Fees	105,732		81,567		73,358	
Clinic Fees	14,161		6,031		18,246	
Tournament Revenue	17,590		-		2,850	
Total Revenue	137,483		87,597		94,454	
CMSA Registration Fees	34,873	25%	23,287	47%	22,280	28%
Equipment & Field Costs	40,304	29%	7,604	15%	17,605	22%
Uniform Expenses	9,332	7%	5,154	10%	6,745	9%
Season Expenses	12,623	9%	4,057	8%	12,553	16%
Rental Fees	25,211	18%	6,589	13%	13,813	17%
Tournament Expenses	12,285	9%	-	0%	1,733	2%
Administration and Other Fees	4,912	4%	3,085	6%	4,410	6%
Total Expenses	139,540		49,776		79,140	
Net (Loss)/Income - Change in Cash	(2,057)		37,821		15,314	

High level, we had a great season. We've had a couple crazy years, so we are showing both 2021 and 2019 (pre-Covid) for comparison. Highlights:

- Ran at a slight net loss position this year, and was planned. With the growth we've had, we are chasing our cash position. As the revenue has increased, our costs don't always follow the same year. We budget to be basically cash neutral each year, but as registrants have increased, our costs don't necessarily increase at the same rate, and it can be hard to pivot during the year and introduce new things to utilize the excess cash.
- 2019 - solid year with good growth, and a healthy cash inflow. 2020 Covid hit and we had a very limited season and we weren't able to expand on any programs. Likewise in 2021, we weren't sure what we were going to be able to do, so we didn't plan for much extra. 2022 we did plan for extra activities
 - Started introducing new uniforms, purchased a new pitching machine, upgraded our hats, held a more extensive picture night, expanded our evaluations to have more sessions, after 2 years of limited equipment expenses, we significantly increase spending there, brought our Tournament back, and made a healthy \$5K off that

Financial Overview (continued)



	2022	2021	2019
Cash on Hand - October 1	50,379	12,558	16,860
Net Change in Cash Position	<u>(2,057)</u>	<u>37,821</u>	<u>15,314</u>
Cash on Hand - September 30	48,322	50,379	32,174

- You can see our cash position. It is healthy. More healthy than really we want it or need it to be.
- We are targeting a few programs this coming year - continue replacing our uniforms, invest in new equipment (another soft flight pitching machine), increase our investment in our winter clinics
- Given the unusual years in 202 and 2021 we've included 2019 as a comparison as that was the last "normal year"
- -Strong year all around this year
- We cannot operate in debt so we will always be careful when considering increasing our expenses
- We normally budget to be flat, however given the past few years we did budget for some new planned expenditures this year
- Operated at a slight loss during the year which was planned
- As revenue increases, our costs don't always follow the same year. Effectively we are constantly chasing our cash position. As the cash position goes up we look at increasing expenses as the cash position goes down we will look at decreasing expenses
- Changes in our spending usually happens in the following year. It can be hard to pivot during the year to introduce new things to use the excess cash
- 2019 solid year with good growth and healthy inflow of cash
- 2020 everything collapsed and we had limited summer season
- 2021 another good year but with so much uncertainty we were not sure what we were going to be able to do so didn't plan for much extra
- 2022 was the first year that we planned for a normal spring season so we did plan for extra activities
- Started introducing new uniforms, purchased a new pitching machine, upgraded our hats, held a more extensive picture night, expanded our evaluations to have more session, brought in porta potties to our home fields after 2 year of limited equipment expenses we significantly increased spending there and brought our home tournament back which was very successful and made 5K



New Business

- Honorariums Considerations / Volunteer Bonds (Shireen)
- Additional Expenditures for 2023 (Rory)
- Evaluation Process & Guidelines Documentation (Shireen)
- CMSA Updates & 2023 planning (Brian)
- WHS Alumni Team Development (Jen)



1. In recognition of the amount of work required for the organization, a motion has been put forward for the President role

Amount considered = \$5000

To be voted on at next WHS Board Meeting in November

2. In consideration that the Communications / Registrar role requires significant amount of work and time sensitive action, a motion has been put forward to adopt a paid position within WHS for these roles

Details TBD



- **As the Association grows, we need to ensure we have the volunteers to support teams across all levels**
- **Other sports / districts operate with a volunteer bond (e.g. Rangers Soccer = \$100, others \$200+).**
- **Consideration: TeamSnap limitations to hold credit card info (investigate)**
- **Consideration: New volunteer role & system required to store volunteer info**



WHS has accumulated additional funds in the past 3 seasons. There are several programs in place and in consideration to allocate funds back into the program in 2022/23:

- **Porta Potties**
- **Uniforms**
- **Equipment**
- **Evaluation Software**
- **Coaching Support (written documents)**
- **Umpire Training**

Evaluations Process & Guidelines



What Are Evaluations?

Evaluations are indoor sessions that allow WHS organizers understand where player's skills sit to effectively place them on a proper team.

There are NO cuts, ALL players make a team.



What Groups Participate In Evaluations?

- U11 to U19 groups will participate in evaluations
- U9 teams will be selected based on friend requests
- All players, new and past, regardless of level will evaluate



When Do Evaluations Occur?

Dates will range from **early February until mid-March** (prior to Public School Spring Break)



Why Evaluations?

- At these age groups players grow, develop, and change quite a bit from season to season. Annual pre-season evaluations ensure a fair and accurate assessment of a player's skill in relation to their peers at that given time.
- Players of like skill will be placed together on the same team/division in order to enhance player enjoyment and skill development throughout the season.



How Our Teams Are Selected?

- Players are grouped at 3 levels (Division 1, 2, and 3)
- Skill level is the first criteria
- Friend requests are considered where possible within like division levels



Are Friend Requests Considered?

Yes! WHS will do our best to match up friend requests, **but cannot guarantee friend placement.** Historically we match over 90% of friend requests.

Please note, from our experience, if you are placed on a team with new players, they will make new friends quickly, and don't let this be a barrier of participation.



When Will I Be Notified?

Please be patient for notification of team placement. WHS will select teams, starting with Level 1. All teams and players may NOT be notified of their team placement at the same time.



Who Are The Evaluators?

Our evaluators are typically experienced volunteer coaches within our organization.



Do You Consider Previous Performance?

Yes, all coaches are asked to fill out a player performance sheet at the end of each season including comments. This information is used to supplement the spring evaluation process.

WHS is looking
to draft new
Evaluation
Process &
Guidelines
Document for
2023



- CMSA will keep the Tiered Division scheduling again in 2023
 - E.g. Div 1 = mid/late July; Div 2 = early/mid July; Div 3 = end of June
 - Modification - All u11 Division will finish by end of June
- CMSA goals:
 - Want to become athlete's #1 sport
 - Have teams compete with strong "B" level teams
- Season planning occurs through to January
 - Fees developed by end of year
 - Registrations open by Jan 1
 - Rustbusters mid/late Jan
 - Evaluations start by late Jan / early Feb

Key Note: In 2023, players will be in age groups that have not played a real season together since 2018!



- Players who are aging out of the program (u19) need a smooth transition to ensure they keep playing the sport
- Explore idea of having a WHS-sponsored team in Woman's leagues

Many hands make
light work. We need
you!



Review Required Roles into 2023

<https://docs.google.com/document/d/1rVNzmcmwXfOtP3D-QfaG0MH3vgW4Orfy3nRmAk6KDfl/edit#>

Speak up!

Share your thoughts and questions for the Board



- **Scorekeeping:** How do we help get parents started? Ideas: Cheat sheet (Redl's team had one); put additional resources on website (Greg Redl)
- **Explore Volunteer Bond on TeamSnap:** (need volunteer coordinator role). Reach out to Michelle Dirk to ask about how South Calgary Ringette handles. It is \$300 for ringette and parents are expected to volunteer for hours. Consider 4 hours for association and 4 hours for team duties
- **Umpire support:** Prepare a simple parent umpire cheat sheet to hand out with every team
- **Coach Resources:** Expand on practice plans on website; CMSA may add resources for all districts here too.
- **Social Media:** Increase our promotion on Instagram (most on Facebook)
- **Evaluations:** More gym time for evaluations, more game play if possible; WHS considering fall ID camps for Div 1 players (unable to finalize teams in fall). WHS will draft official process for evaluations
- **Action:** Add waiver about photos/videos permission in registration (to allow for usage in evaluations)
- **Discuss:** Remove sizing requests from registration
- **Consideration:** Put photo night at beginning of the season while we are waiting for snow to melt

Thank you!

Contact us:

West Hill Softball

info@westhillsoftball.ca

www.westhillsoftball.ca

