











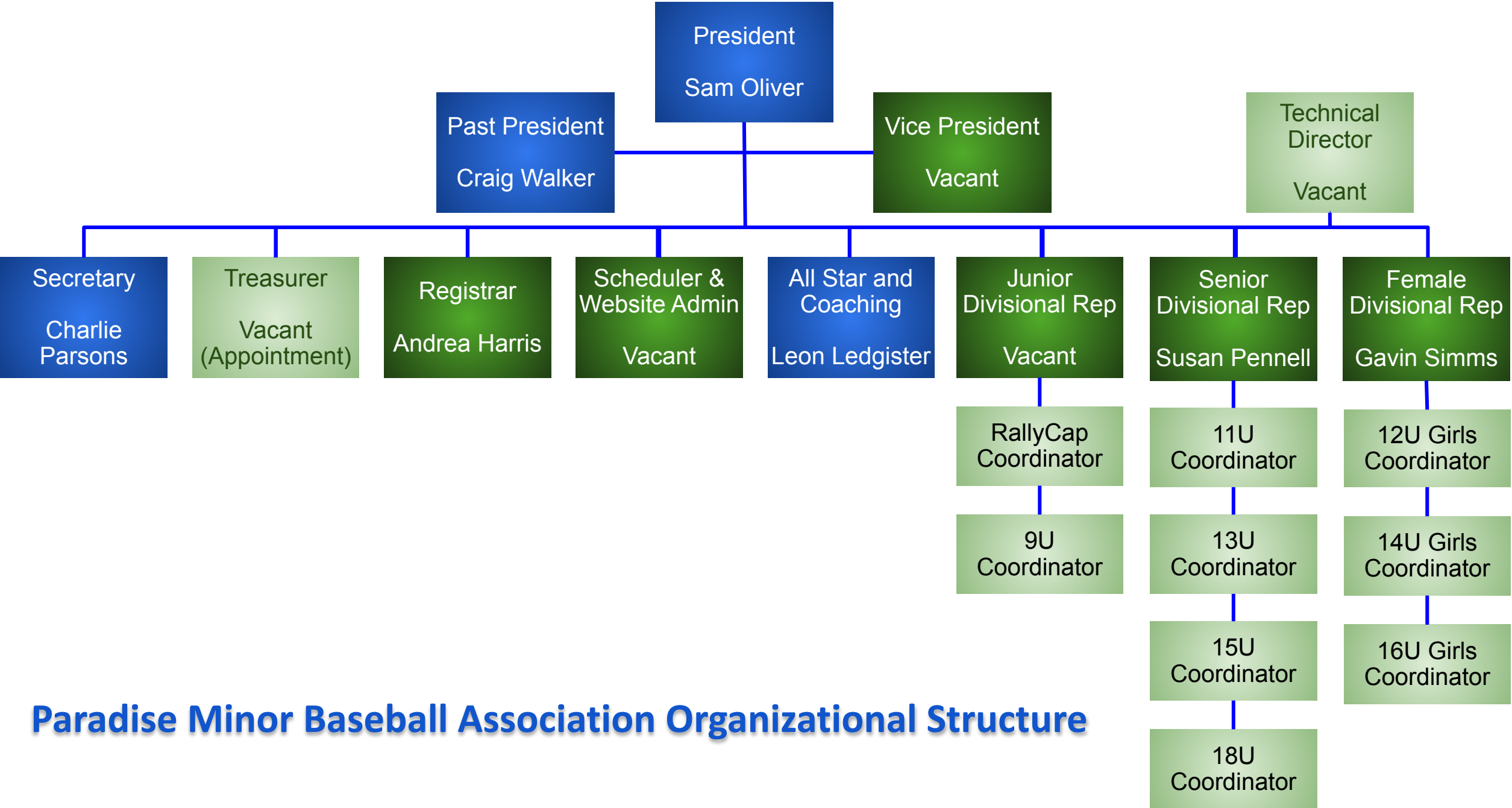
PARADISE MINOR BASEBALL ASSOCIATION

Annual General Meeting (2023)

February 22, 2024

AGENDA

-  Introductions & Executive Structure
-  President's Opening Remarks
-  Junior / Senior Report
-  Female Report
-  All Star Report
-  Financial Report
-  Election of Officers
-  Questions



Paradise Minor Baseball Association Organizational Structure

2023 President's Opening Remarks ... The Good



Success on the field:

- 569 Total Registered players; Slight decline (-2%) over 2022 (583)
- **Fantastic ongoing partnership with the Town of Paradise**
 - **Scoreboard at PBD**
 - **Financial Support**
 - **Fantastic facility maintenance & very responsive to requests**
 - **Commitment to building a new (much needed) facility to support growing the game**
- Continued cooperation between Metro Associations
 - IHL, House League tournaments, LOTO, 18U House, and Metro Leagues
- Tournaments hosted by Paradise Minor Baseball
 - Gerry Murphy Memorial
 - Heather Healey Invitational
 - 15U AAA Provincial Championship
 - 13U AAA Provincial Championship
 - 12U AA/A Provincial Championship
 - 14U Girls Atlantic Championship

2023 President's Opening Remarks ... The Good Continued



26 Athletes and 3 Coaches representing the Province!



Athletes:

- 13U: Aaron Ball; Ben Costello; Benjamin Haggerty; Rylan Zillman
- 13U Developmental Team: Jake Marshall; Chase Smith
- 14U Black: Avery Durdle; Sydney Oliver; Lindsay Rideout
- 14U Burgundy: Emma Howell; Lexi Walsh
- 15U: Kieran Cutler; Jacob Fleet; Tyler Marsh; Jack McCarthy
- 16U: Megan Ball; Avery Durdle; Madison Frost; Laura March
- 16U Developmental: Ashley Langdon; Danica Simms
- 17U: Kieran Cutler; Phillip Ledgister; William Parsons
- 18U: Matthew Oliver; William Parsons; Sidney Tobin; Cole Vokey



Coaches:

- 13U: Keith Ball
- 14U: Sam Oliver
- 17U: Leon Ledgister



BNL Award Winners:

- Umpire of the Year: Evan Critch
- Jr Male Athlete of the Year: Aaron Ball

2023 President's Opening Remarks ... The Bad



Room for Improvement:

- Missed deadline for CSJ
- 2023 Budget
- Experiment in hiring Co-op program coordinator
- Weather delays prolonged tryouts
- Communication of All-Star team rosters
- Financial mismanagement and payroll issues
 - Deficit
 - Disgruntled staff
 - Executive turnover
 - Criminal investigation
 - Indicative of the need for more strict adherence to formalized policy and procedure

2023 President's Opening Remarks ... The Ugly



Multiple egregious examples of disrespect/harassment from PMB members towards volunteers!

○ Two examples:

- Had a member verbally abuse Laura Roberts at Milton Road
- Unnecessary, unwarranted, vulgar, belligerent, and threatening email that featured the following phrases:

- **f@#! your cool down period**
- **What in the f@#! is wrong with you**
- **You all need a shovel because your heads and eyes are full of \$(!t**
- **someone royaly f@#!%\$ him over**
- **So tread lightly with your response!**



We are VOLUNTEERS. We are people. Be respectful! Be kind!

Challenges

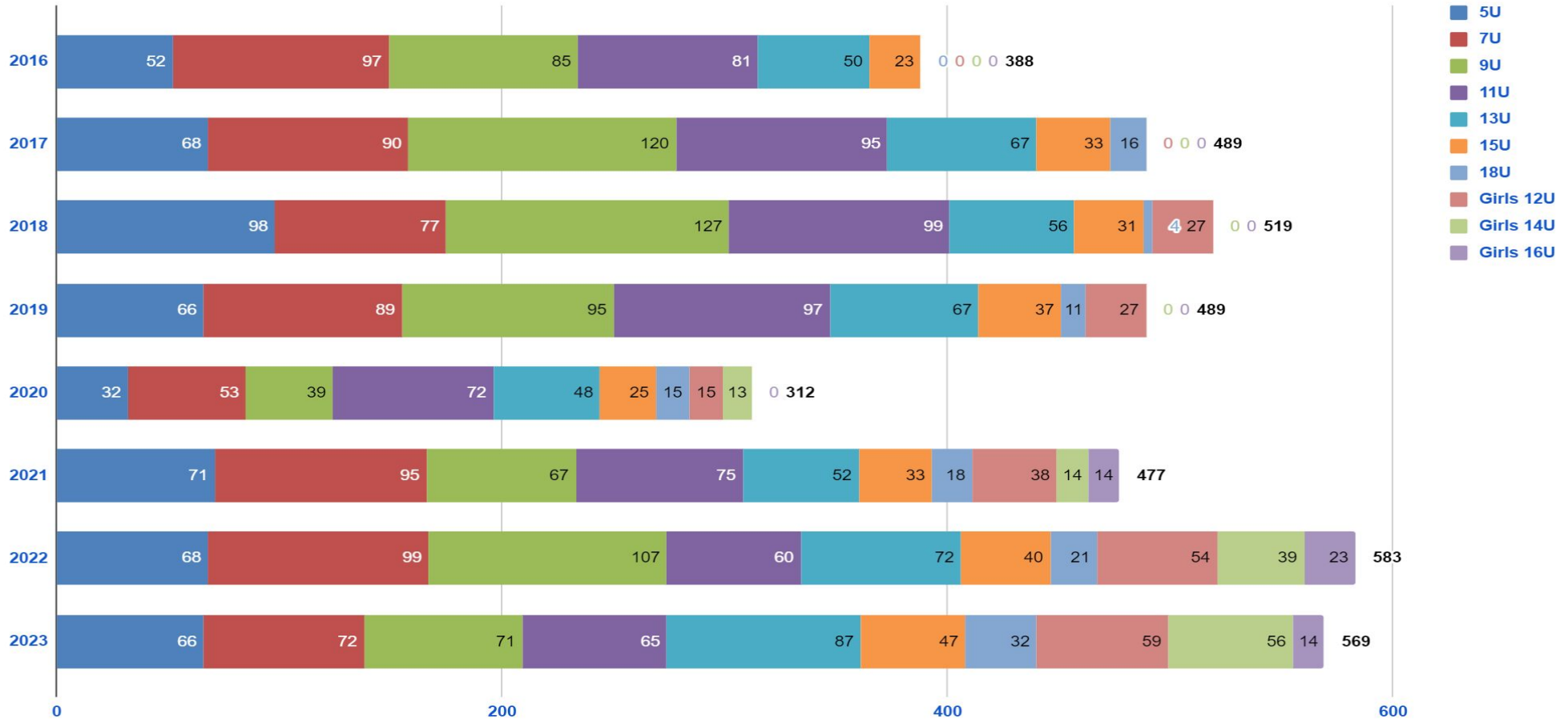


Challenges:

- Field Availability
- Jersey Distribution
- Rostering: Requests, Late Add/Drops
- RallyCap
- Female Development Path
- Athlete Retention
- Coach Acquisition & Development

Registration Numbers

Paradise Minor Baseball Registration



Junior Divisions : Rally Cap



66 5U + 72 7U Rally Cap Participants



3rd year running Baseball Canada RallyCap



5U registration equal to 2022



7U participation declined over 2022 (-25%)



Issues

- Still some resistance to lack of games
- PP isn't ideal for certain skills



New Jr Div Rep

- Hoped to implement change
- Stepped down at the end of the season

Junior Divisions : 9U



71 9U Participants

- About the same as 2022 (73)
- Added 9U slot to “Skills and Drills” Day Program
- Continued our 9U Selects program interlocking with CBS

Senior Divisions

55 11U Participants (2022: 58):

- 3 Teams entered in the Interlocking League with CBS

76 13U Participants (2022: 72):

- 4 Teams entered in the Interlocking League with CBS
- The 2010 year seems to be one of our strongest levels of participation each season. We did have an influx of new 2010/2011 participants this year who have never played baseball before/or who came back after a long break from baseball.

47 15U Participants (2022: 41):

- 3 Teams entered in the Interlocking League with CBS and Mt. Pearl

30 18U Participants (2022: 20):

- 1 Team played in Interlocking League in Metro Region

Senior Divisions



2023 Season Notes:

- As in previous years, struggle with participation in mid season tournaments at all house league divisions. How do we address this?
- With the numerous rain outs this season, it was difficult to schedule/reschedule playoffs in a timely manner, leaving some divisions without a proper conclusion to their season.
- Increasing HL roster numbers to 15 where possible did help a little with being able to play games. Rosters of 12 in previous years became problematic for attendance when players were unable to attend due to vacation/illness/other sport commitments, etc.
- ***** We had a number of complaints from our own families regarding playing time, positions, only having certain players pitch/catch/play certain positions. This is something we will continue to address, as it is the association's expectation that players LEARN and HAVE FUN, which means getting to try all of the positions and EQUAL sharing of playing time!
- ***** We also had a number of complaints from partnering associations regarding player and coach behaviour on the field, as well as some complaints about spectators/parents. Each complaint was investigated and addressed individually. Moving forward, we will have a policy in

Female

2023 Numbers:

5U	- 11	12U	- 59	(2022 - 52)
7U	- 6	14U	- 55	(2022 - 40)
9U	- 18	16U	- 13	(2022 - 25)
11U	- 1	18U	- 1	
13U	- 1			

Total # **- 165**

Number of Teams LOTO:

12U - 5 Teams

14U - 3 Teams

16U - 0 Teams

*14U AA team played 13U House

*16U AA team played 15U House

Female

Number of AllStar Teams:

12U A & 12U AA

14U A & 14U AA

16U AA

Heather Healey Tournament:

14 Teams across 5 divisions. (12U A & AA, 14U A & AA, 16U AA)

PMB had a team in each division.

Successes:

12U LOTO -	Orange Crush Gold	14U A	-	Mike Buist Silver
12U A	-			Heather Healey Silver
	Provincial Gold	14U AA	-	Honda Hickman Gold
12U AA	-			Heather Healey Gold
	Honda Hickman Gold			Provincial Gold
	Mike Buist Gold	16U AA	-	Heather Healey Gold
	Provincial Silver			Provincial Gold

Female

Positive changes in 2023:

- Placing the 14U AA and the 16U AA in with the Coed league.
- Attempted to add some pitching into the 12U LOTO on the PMB schedule when it was PMB vs PMB.

Negative changes in 2023:

- Implementation of the pitching into the 12U LOTO.
 - More discussion with the 12U coaches prior to implementation.
 - Maybe the 14U AA should have been placed in the 15U Coed/13U AA league instead of the 13U
 - Because we took the 14U AA players away from the LOTO program we had some complaints that the 14U LOTO teams weren't strong enough.

Considerations for 2024:

- Continue with the Pitching in the 12U LOTO when it is PMB vs PMB games to help prepare the girls for 14U.
- Finding a proper placement for our aging out females.

All Star



163 total athletes



Aaron Ball - Baseball Newfoundland & Labrador Minor Athlete of the Year (13U AAA)








Successes:

- 11U AAA - SILVER
- 12U A - GOLD
- 12U AA - SILVER
- 13U A (GREEN) - GOLD
- 13U AAA - GOLD (High Performance Team of the Year Nominee)
- 14U AA - GOLD (High Performance and Grassroots Team of the Year Nominee)
- 15U AAA - SILVER
- 16U AA - GOLD
- 18U AA - SILVER



Evan Critch - Co-Recipient of Minor Umpire of Year

Coaching

-  105 Coach Volunteers (19 Women)
-  3 Coaches Named to Provincial Team Staffs:
 - 13U - Keith Ball
 - 14U - Sam Oliver
 - 17U - Leon Ledgister
 - 18U - Sam Oliver
 - 18U - Leon Ledgister (HP Coach of the Year Nominee)
-  No Coaches sanctioned or suspended this year
-  68% of all coaches received NCCP training this past season
-  PMB third in province for number of coaches trained this past season

2023 FINANCIAL REPORT

Financials for Paradise Minor Baseball as of December 31, 2023

Total Revenues: \$245,208

Total Expenses: \$287,812

Total Funds in Bank Account : \$1194

2023 Financial Statement

Expenses

Technology	\$11,863
Equipment	\$22,915
Jerseys & Hats	\$68,706
Wages	\$113,302
General Expenses	\$2,057
Bank Fees	\$663
Facility Rentals	\$10,133
Training	\$2,502
Fundraising Expenses	\$858
Tournament Expenses	\$4,434
Year End Expenses	\$568
Subtotal	\$238,002
BNL Fees	\$26,001
CRA Remittances	\$18,185
WorkplaceNL	\$825
Payroll Outsource (2022)	\$4,800
Total Expenses	\$287,812

Revenue

Registration	\$143,921
Tournament Revenue	\$19,950
Municipal Funding	\$30,261
Provincial Funding	\$14,384
Federal Funding	\$0
Other Funding	\$3,134
Other Income	\$31,207
Donations	\$605
Sponsorship	\$500
Jibbitz Sales	\$1,017
Fundraising	\$509
	\$245,488

Under Investigation

Difference	\$42,325
Unaccounted Expenses	\$17,957
Opening Balance Jan 1, 2023	\$28,036
Closing Balance Dec 31, 2023	\$1,194

- We come into 2024 with outstanding debt
 - Increased operating costs
 - Missed funding opportunity
 - Unforeseen costs
- Suspicious transactions are under RNC investigation

2024 Registration Forecast

Division	2023			2023 Expected (Prev. Yr. Minor + Graduates)	2023 Delta (Actual - Expected) / (Actual + Expcted)	Historical Average Increase or decrease for age group	Historical Average Increase or decrease for age group w/o COVID Years	2024 Expected (Prev. Yr. Minor + Graduates)	2024 Expected (Historical Average Increase or Decrease for the age group)	2023 All-Star Expected (Metro or Other)	2023 HL Expected (Adjusted: Less All Star players not in HL)	All Star Metro Teams	Projected Team Size	Projected # Teams	Actual Team Size	Actual # HL Teams	Players	Delta	Pre-Season Notes
	Major (2nd Year)	Minor (1st Year)	Total																
5U	42	24	66					48	48	0	48	0	8	6.00	8	6	48	0	6 Teams
7U	47	25	72	87	-9%	3%	4%	67	69	0	69	0	8	8.63	8	9	72	3	9 Teams Room for 5
9U	35	36	71	117	-24%	1%	2%	83	84	0	84	0	12	7.00	12	7	84	0	8 Teams
11U	29	36	65	72	-5%	-7%	-7%	71	66	24	42	2	14	3.00	14	3	42	0	3 HL Teams + 2 Metro Teams
13U	47	40	87	65	14%	-4%	1%	69	69	24	45	2	14	3.21	14	3	42	-3	3 HL Teams + 2 Metro Teams Potential to turn away 3
15U	20	27	47	52	-5%	-15%	-10%	74	66	26	40	2	15	2.67	15	2	30	-10	2 HL + 2 Metro Teams Potential to turn away 10
18U	4	28	32	36	-6%	-7%	-12%	48	42	16	26	1	15	1.73	15	2	30	4	2 HL + 1 Metro Room for 4
12U	14	45	59	33	28%	28%	25%	49	61	0	61	0	14	4.36	14	5	70	9	5 LOTO (~12/team) Room for 9 (Max 14/team)
14U	23	33	56	58	-2%	-5%	7%	47	50	12	38	1	13	2.92	13	3	39	1	3 LOTO (~13/team) + 1 All-Star Team Room for 1
16U	11	3	14	26	-30%	11%	-3%	26	25	12	13	1	14	0.93	14	1	14	1	1 LOTO + 1 All-Star Team Room for 1
Totals	2023 Total		569					582	580		580	114				471	585	5	

- Historical Data from 2016 to 2023
- Forecasting ~580 total registrations
- Easy to expand 5U/7U/9U should numbers exceed expectations
- Sr. Divisions are limited by field availability





- 15U Could be problematic.
- 14U/16U could see greater increases than anticipated

2024 Preliminary Budget Highlights

Revenue	\$289,562.00
Registration	\$205,330.00
Tournaments	\$25,000.00
Sponsors and Donations	\$6,000.00
Funding	\$53,232.00
Expense	\$230,194.50
Wages	\$121,231.00
Operational	\$52,574.00
Facility Rentals	\$11,100.00
CRA	\$25,489.50
WorkplaceNL	\$1,200.00
BNL	\$18,600.00
Surplus	\$59,367.50
Bank (Surplus - Debt)	\$17,367.50

- Registration based on projections for regular season + all-star tryouts
- Tournament = Entry fees + Canteen
- Funding based on typical values
 - Could be more / Could be less
- Sponsorship + Fundraising opportunities
- Wages based on 2023 + Min Wage increase
 - Includes day program
 - Doesn't include potential changes
 - Pay for Skills + Drills
 - No interest? No Skills = reduction in wages
- SE Fees are high. Will investigate alternatives

2023 Funding

-  ~~Canada Summer Jobs~~ (Missed Application deadline)
-  NL Student Summer Employment Program
-  Town of Paradise Grant
-  Town of Paradise Employee Support

2024 Funding

-  Active NL Fund
-  Canada Summer Jobs
-  NL Student Summer Employment Program
-  Town of Paradise Grant
-  Town of Paradise Employee Support

ELECTION OF OFFICERS

The following positions are up for re-election:

-  Vice President
-  Registrar
-  Scheduler and Website Administrator (1 year term)
-  Junior Divisional Representative (1 year term)
-  Senior Divisional Representative
-  Female Divisional Representative

ELECTION OF OFFICERS

Voting

- All Parents and Legal Guardians of a paid registered player(s) in good standing represents one voting member of Paradise Minor Baseball (PMB) to be used at the Annual General Meeting (AGM). A registered player(s) is someone who was officially registered with PMB in the year of the Annual General Meeting.
- The vote of a voting member must be exercised in person at the AGM. A voting Member is the Parent or Legal Guardian of the Registered Player. No proxy votes are permitted.
- The vote of an Executive Committee Member must be done in person at the AGM.
- Elections will be by secret ballot for positions in which more than one person is nominated. Positions for which only one person is nominated shall be filled by acclamation

ELECTION OF OFFICERS

Positions

- A. President, Vice President, Past President, Secretary, Treasurer, Registrar, All-Star and Coaching Coordinator, Scheduler and Website Administrator, Junior Divisional Rep, Senior Divisional Rep, Female Divisional Rep.
- B. The position of Treasurer will be appointed by the Executive of Paradise Minor Baseball.
- C. A person may hold no more than two positions on the Executive simultaneously.
- D. To be eligible to be nominated as President or Vice President, a candidate must have served a minimum of one term in another capacity on the Executive of Paradise Minor Baseball.

VICE PRESIDENT

- The Vice President (VP) shall oversee and assist with the operation of the PMB and in the absence or disability of the President, shall perform all duties of the President.
- The VP oversees all activities with PMB summer student employment that includes such things as (but not limited to); determining required seasonal staffing levels; defining budget requirements for staff in conjunction with the PMB Treasurer; completing, submitting and administering both federal and provincial summer student employment grants through the various programs available; defining and documenting job descriptions and job ads; posting jobs ads; screening and interviewing candidates and hiring candidates; ensuring staff obtain code of conducts and vulnerability sector checks, have required first aid certifications and complete required safety training; oversee the scheduling of staff in conjunction with the student Baseball Coordinator; approve timesheets submissions in conjunction with the student Baseball Coordinator, and PMB Treasurer.
- The VP acts as a PMB signing authority officer for both administration and financial transitions; documents and administers requests for proposals and/or quotes, works as liaison with vendors/suppliers for jerseys, caps, equipment and supplies.

REGISTRAR

The Registrar will maintain and/or perform the following:

- Shall coordinate and oversee the annual player registration process and compile and maintain a record of all registered members of the PMB. The Treasurer will liaise with the Division Reps on all matters regarding payment of player registration.
- An electronic database of all registered player information and keep an updated email contact list of all registered players.
- Coordinate annual registration process.
- Collect all player registration forms and fees, verify payments and submit registration fees to the Treasurer.
- Provide all Divisional Reps and Executive with a list of registered players.
- Confirm all players placed on a team are officially registered.
- Manage and issue all requests for refunds, and update lists accordingly.

Scheduler and Website Administrator

- The Scheduler and Website Administrator shall develop a schedule for all House League play for the entire season and communicate such to the division coordinators.
- The Scheduler and Website Administrator shall develop a schedule for any play-offs and preseason for all House League divisions if required.
- The Scheduler and Website Administrator shall post all schedule information on the PMB website.
- The Scheduler and Website Administrator shall update all information on the association's website on a regular basis, including announcements for association Members.
- The Scheduler and Website Administrator shall post any cancellations to the schedule on the website.
- The Scheduler and Website Administrator will appoint a replacement from the Executive to post any information on the website during any absence.

JUNIOR DIVISIONAL REP

- Coordinate the PMB house league program and related activities for the 5U/7U Rally Cap and 9U divisions. This may include the development of team rosters, working with the Scheduler & Website Administrator to create schedules, the assignment of coaches to teams, and the provision of information to house league coaches.
- Collaborate with the Registrar and Treasurer during the registration process.
- Assign division coordinators each year to assist with running the house league program.
- Coordinate the 9U Select program in collaboration with other associations.
- Arrange any year end functions for their divisions.

SENIOR DIVISIONAL REP

- The Senior Divisional Rep shall coordinate the PMB house league program and related activities for the 11U, 13U, 15U & 18U divisions. This may include the development of team rosters, working with the Scheduler & Website Administrator to create schedules, the assignment of coaches to teams, and the provision of information to house league coaches.
- Collaborate with the Registrar and Treasurer during the registration process.
- Assign division coordinators each year to assist with running the house league program.
- Coordinate the Interlocking House League Programs in collaboration with the Scheduler and Website Administrator and any partnering associations.
- Help arrange any year-end functions for their divisions.

FEMALE DIVISIONAL REP

- The Female Divisional Rep shall coordinate the PMB female house league programs and related activities for the 12U, 14U and 16U divisions. This may include the development of team rosters, working with the Scheduler & Website Administrator to create schedules, the assignment of coaches to teams, and the provision of information to house league coaches.
- Collaborate with the Registrar and Treasurer during the registration process.
- Assign division coordinators each year to assist with running the house league program (if required).
- Help coordinate any interlocking programs in collaboration with the Scheduler and Website Administrator and other associations.
- Help arrange any year-end functions for their divisions.



QUESTIONS?