



British Baseball Federation Annual General Meeting & Congress Information Pack

Saturday 16th and Sunday 17th November 2024

The Holiday Inn, Leicester, LE1 5LX



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1. ANNUAL GENERAL MEETING VENUE

The British Baseball Federation Annual General Meeting (AGM) and Congress will be held on Saturday 16th and Sunday 17th November 2024 at The Holiday Inn, 129 St Nicholas Circle, Leicester, LE1 5LX.

Address of the Annual General Meeting: The Holiday Inn, 129 St Nicholas Circle, Leicester, LE1 5LX

Date & Time:

- BBF Congress: Saturday 16th November from 13:00
- BBF AGM: Sunday 17th November at 10:00



2. CODE OF CONDUCT

Attendees

All attendees to our AGM should conduct themselves in a way which does not damage or undermine the reputation of the British Baseball Federation (BBF).

A speaker should declare his or her conflict of interest at the beginning of his or her time to speak e.g., commercial, to another league, organisation, etc.

Non-compliance

Any comments, statements or actions that disrupt the AGM, will not be tolerated. Any person who persists with causing such disturbances may be asked to leave the AGM. Disturbances or actions by any attendee that bring the AGM into disrepute could be subject to formal disciplinary action by the BBF.



3. ABOUT THE BRITISH BASEBALL FEDERATION

The British Baseball Federation (BBF) is dedicated to high standards and best business practice in managing its operations. It is not incorporated, is an all-volunteer organisation and is governed by its constitution, policies, rules and procedures. It is termed a "non-profit National Governing Body (NGB)." We are recognised as the National Governing Body of baseball by Sport England, Little League, Pony Baseball, WBSC Europe, and the World Baseball Softball Confederation (WBSC), etc.

Objectives (per BBF constitution - section 3)

- To organise, promote and develop baseball in Great Britain on behalf of its membership.
- To ensure the operational running of baseball is dealt with satisfactorily.
- To administer a national teams programme to represent the country in international baseball.
- To carry out any other duties as the National Governing Body of baseball.

The BBF board is made up of elected persons. The Board draws on the experience of the below non-paid (volunteer) individuals to manage the affairs of the BBF.

BBF Board members:

- President (Interim Presiding Officer) : Lee Manning
- Secretary : Earl Dix
- Treasurer : Oona Ylinen
- Seniors Affiliated Clubs League Commissioner : Chris Carter
- National Teams Programme Official : Gavin Marshall
- Officials Commissioner : Vacant
- Development Official : Lee Manning
- Youth Affiliated Clubs League Commissioner : Glenn Taylor (co-opted)
- Coaches Commissioner : Mike Hayward
- Marketing and Communications Official : Richard Evans



4. AGENDA Sunday 17th November 2024

Arrival Time: 09:45am

1. AGM Registration (10.00)
2. AGM Opens (10.15)
3. Welcome from the Chair
4. Roll call of voting members present
5. Apologies for Absence
6. Appointment of Tally Keepers
7. Approval of minutes of the previous AGM and EGMs
8. Approval of 2024 Accounts and 2025 Budget
9. Board Reports
10. Constitutional Amendments and Motions to the Annual General Meeting
11. Election of Officers
12. Any Other Business



5. MINUTES OF PREVIOUS ANNUAL GENERAL

BRITISH BASEBALL FEDERATION

Minutes of an Annual General Meeting

19th November 2023 10:00

Holiday Inn Leicester - 129 St Nicholas Cir, Leicester LE1 5LX

Approval Pending

Voting Members Present

Belles

Birmingham

Bracknell

Brighton

Bristol

Cambridge

Cornish Claycutters

Croydon Pirates

Essex Baseball Club

Guildford

Herts Baseball Club

Hurricanes

Kent Buccaneers

Kent Mariners

Liverpool Trojans

London Archers

London Mets

Long Eaton

LYBL

Manchester

Newcastle Nighthawks

Northants

Norwich Icenis

Richmond

Sheffield Bruins

Taunton Muskets

Observers Present

Craig Savage

Board Officials Present

BBF Tom Thornhill, President (TT)

BBF Earl Dix, Secretary (ED)

BBF Mike Hayward, Coaches Commissioner (MH)

BBF Gavin Marshall, National Teams Programme Official (GM)

BBF Lee Manning, Development Official (LM)

BBF Chris Carter, Senior Affiliated Clubs League Commissioner (CC)



BBF Chris Deacon, Officials Commissioner (CD)

BBF Richard Evans, Marketing & Communications Officer (Co-opted) (RE)

Apologies for absence

Erik Gustafson

Harwich Bay Area Blues

Kevin Macadam

Minutes Written by

Earl Dix

<u>No.</u>	<u>Topic & Decisions</u>
	Meeting Commences at 10:15am
1	AGM Opens
1.1	Roll Call, Non-Financial Voting Members, Observers, Associations Roll call was taken by GM and the AGM was deemed quorate due to the percentage of Voting Members present.
1.2	Welcome TT as the meeting chair, thanked the outgoing board of the British Baseball Federation, welcomed the members to the Annual General Meeting and thanked them for their support and positive contributions throughout the year.
1.3	Appointment of Tally Keepers GM and MH were appointed as tally keepers for the day.
2	Approval of Minutes of the 2022 Annual General Meeting There were no questions from the floor and the minutes were approved unanimously. Minutes Passed Unanimously
3	Q&A on Board Reports There were no questions from the floor
4	Financial Matters



4.1 Approval of Previous Years Accounts

CD presented the accounts and discussed the details of the previous financial year.

Spencer Long (Sheffield Bruins) asked where the money was sourced for the WBCs. CD said it was partly cash flow and a bridge loan. CD then provided further explanations about the WBCQs and how they were funded.

Debbie Harrison (LYBL) asked how they spent £50,000 on uniforms. CD explained that it wasn't just uniforms but included training gear and clothing and items for other staff in the GB programme. GM elaborated further about other items that the players and delegation required.

There was further discussion amongst delegates about other expenses including the use of the MLB seamstress. Ian Marchment (Manchester) agreed that there was a premium because of short notice.

The acceptance of the accounts went to vote;

For: 84

Abstain: 1



4.2 2024 Budget

MH presentation on Individual Player Registration

Ben Stobart from Guildford inquired about the coaching funds and potential commensurate reductions in course fees, to which CD confirmed. He then questioned the nationwide reach of the courses, and MH explained their broad applicability for system-wide improvement. Further, Ben asked if registration covered all club roles, and MH clarified it's a singular registration per individual, emphasising the efficiency and protective aspects of the Player Registration system.

Chris Ward (CW) from Guildford highlighted the advantage of streamlining administration and enhancing efficiency. John Carter (JC) of Kent Buccaneers expressed enthusiasm, describing the concept as "awesome." Kevin Snow (KS) from Taunton inquired about BSUK's safeguarding performance. In response, MH emphasized the importance of empowering BSUK with the capacity to deliver effective safeguarding services.

Jack Betts (JB) from Northants raised a query regarding payment for individual players, asking whether it goes through the club. MH advised opting for direct payment by the individual player.

Dave Becker (DB) from Cornish Claycutters expressed concern about the potential discounts on courses and emphasized the importance of ensuring their widespread availability across the country. MH reassured that the discounts would indeed be implemented nationwide, highlighting it as a beneficial method of redistribution.

Debbie Patterson (DP) of LYBL inquired about the distinction between Mix and Match and Superleague, as well as the process of confirming registration. MH proceeded to explain the workings of the system to address her queries.

CD carried on with the Budget outlined the proposed expenditure.

JC inquired about whether BSUK should fund membership as administrators of safeguarding. CD responded, indicating that the funding responsibility is shared.

Oona Ylinen (OY) from Belles inquired about whether the British Softball Federation (BSF) were handling player registration. MH clarified that efforts are underway to make it happen, with the intention for it to evolve into a shared system.



	<p>A break was taken between 12:25pm and 12:40pm</p> <p>At 12:40pm GM took a roll call and confirmed that all clubs were in the room.</p>
5	Motions
5.1	<p>Motion 1 – Resolution to Amend Clause 5.5 from the Constitution Submitted by: British Baseball Federation Board</p> <p>CURRENT: 5.5 ‘The Officers shall be directly elected by Voting Members at a General Meeting’</p> <p>PROPOSED: 5.5 The Officers at 5.3.1, 5.3.2, 5.3.3, 5.3.4, shall be directly elected by Voting Members at a General Meeting. The Officers at 5.3.5 and 5.3.10 shall be appointed by the elected board members.</p> <p>Motion 1 withdrawn by the BBF Board due to the timing of implementing the policy.</p>
5.2	<p>Motion 2 – Resolution to Remove Clause 5.14 from the Constitution Submitted by: British Baseball Federation Board</p> <p>CURRENT: 5.14. The election of Officers shall ordinarily take place at the first AGM following alternate IBAF World Cup tournaments commencing with the 2008 AGM.6 Additionally, League Commissioners shall ordinarily take place at the first AGM following each IBAF World Cup tournament commencing with the 2008 AGM. The provisions of this section apply so long as the IBAF World Cup takes place in alternate years, otherwise the four and two-year terms shall be adhered to.</p> <p>Motion 2 passed unanimously</p>



5.3 Motion 3 – Resolution to Amend 9.10. of the BBF Constitution
Submitted by: British Baseball Federation Board

CURRENT: 9.10. The Treasurer shall promptly notify the bank of changes to Board

Officials affecting the three (3) signatories. Where one or more of the three

Officials roles (President, Treasurer Secretary) is vacant another Official shall

temporarily become a signatory until the vacancy is filled as appointed by the

Board.

PROPOSED: 9.10. The Treasurer, or Official responsible if the Treasurer role is vacant, shall promptly notify the bank of changes to Board Officials affecting the three (3) signatories as authorised from time to time in 9.6

Motion 3 passed unanimously

5.4 Motion 4, 5, 6 & 7 – Adoption of Policy
Submitted by: Guildford Baseball Club
Seconded by: Richmond Baseball Clubs

Motions relating to the senior league’s handbook player movement rules.

Ben Stobart withdrew all four motions on the understanding the Senior Leagues Committee would be conducting a consultation and review of the player movement rules in around “February / March” time.



6	<p>Election of Board Officials</p> <p>TT informed the members that Craig Savage officially withdrew his candidacy for the Presidency.</p> <p>Ian Marchment from Manchester Baseball Club proposed, seconded by CC representing the Kent Buccaneers, that since no candidate was running for two positions, all ballots could be submitted simultaneously instead of sequentially as outlined in the constitution.</p> <p>TT notified the members that voting members should omit Craig Savage's candidacy on the ballot papers and stated that any votes for Craig Savage will be counted as a spoiled ballot.</p> <p>Whilst the ballot papers were counted by the tally keepers, the Annual General Meeting adjourned to Lunch at 1:15pm.</p> <p>The meeting returned at 1:30pm and the results of the elections were announced by GM.</p>
6.1	<p>President</p> <p>Chris Deacon: 70 (Elected) Reject: 8 Abstain: 5</p> <p>Craig Savage (Withdrawn)</p>
6.2	<p>Secretary</p> <p>Earl Dix: 60 (Elected) Erik Gustafson: 11 Reject: 0 Abstain: 10</p>
6.3	<p>Treasurer</p> <p>Oona Ylinen: 81 (Elected) Reject: 0 Abstain: 0</p>
6.4	<p>Senior Affiliated Club League Commissioner</p> <p>Chris Carter: 81 (Elected) Reject: 0 Abstain: 0</p>
6.5	<p>Development Official</p> <p>Lee Manning: 81 (Elected) Reject: 0 Abstain: 0</p>



6.6 Marketing & Communications Officer

Richard Evans: 81 (Elected)

Reject: 0

Abstain: 0

Meeting Adjourned 13.40pm

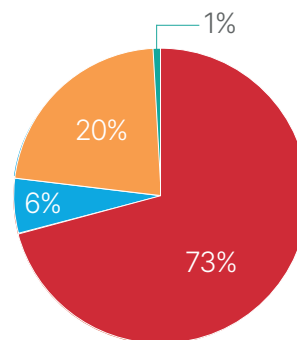


MEMBER CLUB VOTES 2024

	ADULT TEAMS	WOMEN'S TEAMS	YOUTH TEAMS	TOTAL VOTES
Belles Baseball Club		1		1
Birmingham Baseball Club	1			1
Bournemouth Baseball Club	3			3
Bracknell Baseball and Softball Club	2			2
Brentwood Baseball Club	1			1
Brighton Baseball Club	3		1	4
Bristol Baseball Club	4			4
Buc Travel Youth Team			1	1
Cambridge Baseball Club	3		1	4
Cardiff Merlins Baseball Club	2			2
Cornish Claycutters Baseball Club	1			1
County Durham Baseball Club	1			1
Croydon Pirates Baseball Club	2		1	3
Essex Baseball Club	4		2	6
Formosa Islanders Baseball Club	1			1
Greenwich Giants Youth Baseball Club			1	1
Guildford Baseball and Softball Club	2			2
Harwich Town Bay Area Blues BC	1			1
Herts Baseball Club	6		3	9
Hull Scorpions Baseball Club	1			1
Hurricanes Baseball Club	1			1
Kent Buccaneers Baseball Club	1			1
Kent Mariners Baseball Club	1			1
Leeds Locos Baseball Club	1			1
Leicester Diamonds Baseball Club		1		1
Liverpool Trojans Baseball Club	3			3
London Archers Baseball Club			3	3
London Mets Baseball and Softball Club	8	1	3	12
Long Eaton Baseball Club	1			1
London Youth Baseball League			5	5
Manchester Baseball Club	3	1		4
Milton Keynes Baseball Club	2			2
New Forest Thunder Knights BC	2			2
Newcastle Nighthawks Baseball Club	1			1
Northants Centurions Baseball Club	1		1	2
Norwich Icení Baseball Club	2	1		3
Oxford Kings Baseball Club	1			1
Richmond Baseball Club	4			4
Sheffield Bladerunner Baseball Club	2			2
Sheffield Bruins Baseball Club	3	1		4
South Coast Pirates	1			1
Taunton Muskets Baseball Club	2			2
Telford Baseball Club		1		1
Tonbridge Baseball Club	2			2
Vectra Baseball Club	1			1
Weston Jets Baseball Club	1			1
Wragby Hammers	1			1



Votes are distributed to clubs depending on the number of teams they register in BBF leagues or BBF affiliated leagues. In the case of youth teams, they become eligible for voting rights only upon their registration to compete in the Super League Club or the mix-and-match events.



LIFE TIME MEMBERS	1
ADULT TEAMS	83
WOMEN'S TEAMS	7
YOUTH TEAMS	22
TOTAL VOTES	113



7. QUORUM AND VOTING

The AGM will be quorate if at least 30% of the Voting Members are present. To be quorate at this AGM, there must be at least 14 Voting Members present.

The motions (resolutions) considered at this AGM shall each be separately voted upon. Each resolution shall be voted by a Member as 'Yes', 'No' or 'Abstain'. For a motion (resolution) to be approved, the number of 'Yes' votes must exceed the total of 'No' votes that are cast.

The total number of votes for voting members is subject to change prior to the AGM. In line with 6.18. of the BBF Constitution, any members that are deemed unfinancial will be informed of their status 14 days prior to the AGM.



8. BUDGET AND FINANCIALS

Finance Statement Amendment:

We, the Board of the British Baseball Federation, are of the opinion that during the year to 30th September 2024:

- Financial statements are produced in accordance with the organisation's constitution excluding one exemption under 9.11.

*The exemption noted is the payment made to BSUK to manage the Blind Baseball International Cup (BBIC). The financial liabilities created by the funds sent to BSUK were made without explicit prior board approval. We are still recouping the un-budgeted costs incurred from the BBIC.



Annual Accounts 2024

BRITISH BASEBALL FEDERATION
STATEMENT OF PROFIT AND LOSS
FOR THE YEAR ENDING 30 SEPTEMBER 2024

	Notes	Year ending 30 September 2024	Year ending 30 September 2023
INCOME			
Affiliated club fees	1	6,575	24,375
Individual membership fees	2	49,312	2,102
Events	3	6,305	9,590
WBC Federation allocation		-	140,321
Blind Baseball International Cup	4	22,462	-
Fines		320	1,581
Donations		-	-
Sponsorship / licensing agreements		5,000	-
National Teams	5	7,747	-
Other		-	305
TOTAL INCOME		£ 97,721	178,274
EXPENDITURES			
Insurance		13,855	9,119
Championships	6	15,117	8,254
Events	3	8,485	8,722
WBC federation allocation costs		-	106,606
WBC development spend	7	8,088	-
Youth development		3,557	1,251
Coach development		2,500	-
Officials development		1,572	2,170
National Teams development		2,400	-
Blind Baseball International Cup	4	35,000	-
International affiliations		466	480
National teams	5	7,747	-
International relations		561	-
Accounting		415	382
Communications		747	488
Website costs		593	-
WBSC Scoring platform & Website		1,750	1,811
Registration platform		2,139	-
Remaining balance for WB-UK £3000 pledge		293	-
Women's fee reinvestment (historical agreement)		350	-
AGM costs		1,600	400
Board expenses		2,024	4,052
Bad debt write-off		925	-
Bank charges		95	25
Other costs		-	1,376
TOTAL EXPENDITURES		£ 110,279	145,136

BRITISH BASEBALL FEDERATION
NOTES TO THE PROFIT AND LOSS

1. Affiliated club fees

Tier 1 and Tier 2 adult fees (£5,675) Women's fees (£300) and youth fees (£550)

2. Individual membership fees

Adult fees including women's (£40,825), youth fees (£5,463), and other fee categories such as umpires, coaches, full-time students, etc. (£3,024)

3. Events

Income consists of senior leagues events (£720), Summer Cup (£4,475), and the end of season Over-45s tournament (£1,110)

Expenditure consists of senior leagues events (£720), youth league events (£2,403), Summer Cup (£4,156), and the end of season Over-45s tournament (£1,206)

4. Blind Baseball International Cup

Income consists of delegation fees (£20,274) and GB merch sales (£2,188)

Expenditure consists of funds sent to BSUK (£33,200), media costs (£1,500), and first aid cover (£300)

5. National Teams

These are cash flow costs that have been reimbursed back into the main BBF accounts by individual GB teams, covering items like travel insurance, umpire flights, and equipment

6. Championships

This line covers both adult NBCs and the YNBCs. The championship costs consist of venues (£3,887), officials fees (£5,380), media (£4,200), trophies (£1,00), balls (£500), and first aid cover (£150).

The costs of the championships are over the budgeted amount, for two main reasons: 1.) Due to the increased number of games in the postseason, we saw an increase in venue costs and officials fees and 2.) Media costs were not in the budget, but because streaming games and high-quality photography help market and promote the sport, the board felt these costs justified.

7. WBC development spend

Of the £28,715 allocated for development spend from the WBC federation allocation, we've spent £8,088 this year. This consists of £2,182 spent on National Teams development and £5,906 handed out for successful development grants.



Budget 2025

2025 BUDGET

INCOME			2025	2024
			Budget	Actual
Affiliated club fees				
£100 per team	Tier 1	£	8,100	5,675
£50 per team	Tier 2	£	50	50
£75 per team	Women	£	525	300
£100/£40 per team	Youth (Super League/Mix & Match)	£	1,520	550
		£	10,195	6,575
Individual				
£25 per participant	Adult	£	40,825	40,825
£15/£5 per participant	Youth (Super League/Mix & Match)	£	5,463	5,463
£25 per participant	Other (umpires, coaches etc)	£	2,975	3,024
		£	49,263	49,312
Special Events				
	Senior league events	£	1,000	720
	Youth league events	£	-	-
	Summer Cup	£	5,000	4,475
	End of Season	£	1,500	1,110
		£	7,500	6,305
Blind Baseball International Cup				
	Delegation fees	£	-	20,274
	GB merch sales	£	-	2,188
		£	-	22,462
	Donations	£	3,000	-
	Sponsorship / licensing agreements	£	5,000	5,000
	Fines	£	500	320
	National Teams (insurance, equipment, etc.)	£	5,000	7,747
TOTAL INCOME		£	80,458	97,721



EXPENDITURES

Insurance		
Club	£ 8,500	9,420
Individual	£ 4,000	4,435
	£ 12,500	13,855
Championships		
Venues	£ 3,500	3,887
Officials	£ 4,500	5,380
Media	£ 4,500	4,200
Trophies	£ 1,000	1,000
Balls	£ 750	500
First aid	£ 300	150
	£ 14,550	15,117
Special Events		
Senior league events	£ 1,000	720
Youth league events	£ 1,000	2,403
Summer Cup	£ 4,500	4,156
End of Season	£ 1,500	1,206
	£ 8,000	8,485
Development		
Youth development	£ 5,000	3,557
Coach development	£ 4,000	2,500
Officials development	£ 3,000	1,572
National Teams development	£ 3,000	2,400
	£ 15,000	10,029
WBC Development		
GB Baseball	£ 2,773	2,182
Development	£ 17,854	5,906
	£ 20,627	8,088
Blind Baseball International Cup		
Funds sent to BSUK	£ -	33,200
Media	£ -	1,500
First aid	£ -	300
	£ -	35,000
International affiliations	£ 500	466
National teams	£ 5,000	7,747
International relations	£ 1,000	561
Accounting	£ 475	415
Communications	£ 800	747
Website costs	£ 200	593
WBSC Scoring platform & Website	£ 1,750	1,750
Registration platform	£ 2,400	2,139
Historical pledge to WB-UK £3,000 – remaining balance*	£ 293	293
Women's fee reinvestment (historical agreement)	£ 525	350
AGM costs	£ 1,800	1,600
Board expenses	£ 2,500	2,024
Bad debt write-off	£ 500	925
Bank charges	£ 50	95
TOTAL EXPENDITURES	£ 88,470	110,279



9. BOARD OFFICIALS REPORTS 2023

President - Lee Manning (Interim Presiding Officer)

Secretary - Earl Dix

Treasurer's Report - Oona Ylinen

Senior League Commissioner - Chris Carter

National Teams Programme Official - Gavin Marshall

Official Commissioner - Chris Deacon

Development Official - Lee Manning

Youth Commissioner - Glenn Taylor

Coaches Commissioner - Mike Hayward

Marketing & Communications Official - Richard Evans



President - Chris Deacon and Lee Manning (Interim Presiding Officer)

2024 saw much change and a number of challenges many organisations face as they strive to improve and deliver more to their members. As Tom Thornhill commented in his report last year, we had navigated through a few years post-COVID establishing a stronger organisational base.

We had seen the fantastic success of the GB Baseball programme culminating in performances at the World Baseball Classic and U23 European Championships leading to qualification for the 2026 edition and the U23 World Cup in September this year (our first appearance at a WBC world competition), respectively.

We had also defined our future to 2035 in the development plan and approved a fundamental change to the way we funded our Federation to support ongoing development initiatives and improve our membership operations through Sport:80.

We continued to strengthen relationships across the whole of the baseball community with the focus of achieving a common, unified approach while recognising the needs of the regional leagues and our members.

Youth has to continue to be a primary focal point to ensure we deliver growth in the long term, and through the legacy programme of MLB's London Series and other initiatives, we have to ensure we facilitate and nurture all and every opportunity.

We recognise this provides challenges in many areas such as volunteering, field availability and suitability, equipment needs as well as the coaching and administrative requirements of a well-governed and organised sport.

Our relationships with the British Softball Federation (BSF) and BaseballSoftballUK (BSUK) have continued to strengthen, so much so we are all aligned on the best way we must work together in the future; this will be a topic for our congress.

As you will see from Mike Hayward's report), an example of the close collaboration with BSF has been the coaching programme development.

BSUK undertook an organisational restructure to better deliver for the sports and now have the majority of roles filled, and our Boards are working closely together where appropriate and are aligned on many fronts.

Our competitions this year have continued to evolve with the SummerCup, an expanded post-season for the adult leagues and a wide-ranging programme



for youth play from mix and match through super league to youth championships.

While this was a success overall, we faced challenges in resourcing these from a number of different aspects – you might call them ‘growing pains’!

We have endeavoured to balance the integrity of the league play with the challenges of being a relatively small diverse, community and it requires some fine-tuning; key to this is engagement in a timely and collaborative manner and while taking into consideration individual club needs, looking at the wider challenges and opportunities to improve everyone’s experiences.

Our national teams had a busy, successful year with all bar the Seniors inaction with the U23 taking part in the Federation’s first appearance at a WBSC World Cup , U15 winning their WBSC Europe qualifier and the U18 reaching the final four in the WBSC Europe Championship while the Women’s team went on tour to Canada as part of their preparation for the European Championships next year.

The Performance Management Group continues to provide invaluable support across our programme and we are grateful to UK Sport and Sport England for their backing of the elite and talent pathways.

Finally, we hosted our first international tournament for some years with BSUK’s support, the WBSC Blind Baseball International Cup, which was the second edition of the event.

Eight teams from around the world came to Farnham Park at the end of September in a festival of disability sport; despite some appalling weather conditions immediately before the start of the tournament, the tournament was completed and enjoyed by those taking part and those marvelling at the team spirit and determination of the visually impaired players.

While the above has shown ‘business as usual’ in most respects with changes and enhancements perhaps not as evident to all, there has been a tremendous amount of other work undertaken for which our volunteers both on and off the Board have spent considerable time on, for which we thank them for.

This has not been without numerous challenges and pressures, particularly on volunteer time, and it has become more and more evident for the need to address some critical issues.

The themes emerging are the need for a more streamlined, consolidated organisational structure of our sports and governance structures that would facilitate better-coordinated communications, development and operational activities.



I still cannot quite comprehend how fast these years have passed. Looking back two years with the benefit of hindsight, I realise now that when I took on the role, I can say that I had not fully grasp the enormity of the challenges we faced.

Back in November 2021, we were emerging from six months without a President, and the board was navigating a challenging year. Our Federation was in a challenging spot divided, on the back foot, and in need of stabilisation and rebuilding.

Last year was very much about laying a foundation for organisational stability. This year has been much more on the front foot. This can be seen in the direction this Board has provided much more focused on reaching a vision and delivery.

I am delighted that this has been recognised and embraced through the outlook and commitment of our members. We are all one community, and it was my goal is to transform the BBF into an organisation that is a source of inspiration and unity for our community rather than division.

I believe that British Baseball in its current environment, taking into account the LA28 Inclusion, our partnerships with BSUK, and the commitment from our members, we are perfectly positioned for significant growth.

Our future vision for Baseball in Great Britain by 2035 serves as a crucial guide for our community. It helps us align and make the most of the opportunities presented.

This vision outlines what we want baseball to look like in Great Britain and the most efficient paths for all of us as a Federation to achieve that. Importantly, it acts as a guiding light for future boards, members, and our collaborative partner, BaseballSoftballUK.

‘Our Future’ frames our sport quite simply and if we want to achieve our vision, the answer lies in prioritising Youth participation — a cause I’ve become a dedicated advocate for within our Federation.

This crucial aspect, often overlooked in the past, now takes centre stage in the focus of the development committee and the Federation.

I am also delighted to welcome the British Baseball League and the East of England Baseball League and the North East Baseball League under our new organisational affiliation model.

They join the South West & Wales Baseball, a fully affiliated league, in helping develop a regional approach.



This delegates regional responsibilities and is designed to break the decade-long cycle of independence and affiliation.

By adopting a policy of localisation, we empower local solutions for local issues, ensuring representation and delegation from the highest levels to the regions.

Our collaboration with a majority of elements with BaseballSoftballUK has never been stronger. This is not a perfect relationship and we are working through the issues together and collaboratively.

Personally, a prime example of this commitment is the establishment of a standing annual participation report. Verified by both BSF and BBF, this report segments youth and adult club figures from all other forms of participation.

This ensures clear lines of communication and measures, allowing us to assess the performance of both organisations and effectively work towards realising "Our Future."

In terms of our Executive Structure, we've seen substantial growth, reaching a peak of 46 volunteers 'members across our committees this year. As a volunteering led organisation with diverse skill levels, one of our major challenges is ensuring we are able to operate effectively and efficiently.

To address this, we've expanded our Ad Hoc Committee structure this year that enables us to go further and provides more opportunities for individuals to actively contribute to the creation and development of our sport and are beyond the confines of the Board.

I am delighted to say that the British Baseball Federation is back on the front foot, taking a pro active role in promoting and shaping the sport in Great Britain. I have also noticed reinvigorated support for our Federation's initiatives from all around the British baseball landscape.

Whether it is an independent, national team adult or youth volunteer, player or coach, there is a renewed sense of camaraderie and community in our sport as we work toward a common objective.

As I step away and pass the baton on, thank you for your support these last two years. It has never been about our success or the success of any one individual, it is about leaving what you do in a better state than when you found it and ensuring that the next Board has the best possible environment to succeed.

As an individual that started an independent league four years ago, I can say sincerely now that I am a strong advocate for the Federation, it has an important role in our community and I will always do my best to support and champion this organisation to the best of my abilities.



Lee Manning (Interim Presiding Officer)

Following Chris's resignation, I was nominated by the BBF board to serve as the interim presiding officer until the AGM.

My goals include completing certain tasks to ensure the new board is well-positioned to advance the federation. In my short time leading, it has become apparent that our volunteers are working at maximum capacity.

Without increased structure and support from within the community, we risk continued burnout. We need to review our policies and processes and implement changes in how we handle complaints.

The next president will guide the BBF through a crucial period, including MLB's return in 2026 and Team GB's participation in the WBC.

Strong leadership will be essential to help us shift from a reactive approach to a more proactive one.



Secretary - Earl Dix

I've had the privilege of working with very skilled and hard working board members.

Mike Hayward and Lee Manning have brought innovation and creativity to their respective roles as Coaches Commissioner and Development Official.

Oona Ylinen has kept the finances going, at times under huge pressure and Gavin Marshall has overseen a very busy GB season.

We co-opted Glenn Taylor to fill the Youth Commissioner role and he hit the ground running, with successful end of season youth tournaments.

Chris Carter has shown his usual huge commitment to the Senior Leagues.

Richard Evans has brought an immense amount of marketing and communications activity to our sport in the UK, bringing an expertise that the BBF has lacked before he took on the role.

I would like to thank all the board members for the large numbers of voluntary hours they have committed to the BBF.

I would also like to thank Chris Deacon who sadly resigned as President, for the very positive impact he has had on the BBF. Any new president will have a hard act to follow.

The first year of IPR has given us a great deal of data and we will be looking to progressing some improvements for next year. There will be a presentation at the Saturday Congress on 16 November.

There have been a significant number of incidents under the Complaints and Grievances Procedures, some of which are still ongoing.

We have also had safeguarding incidents to investigate under the BSUK Safeguarding procedures. Several of these are complicated and very time consuming. We have had threats of legal action and are having to deal with individuals' lawyers. We are constantly looking at the BBF processes to see where we can take some cumbersome bureaucracy out of those procedures.

Some of the complaints I've received has been about how the leagues and playoffs were administered. Whilst they might not have been submitted specifically under the Complaints and Grievances processes, they did raise some issues with the complications and difficulties around running leagues.



Again, at the BBF Congress on Saturday there will be an opportunity to raise issues with the League Commissioner.

I am more convinced than ever that work the BBF board does can no longer be satisfactorily done by volunteers who all have day jobs.

The BBF needs an administrative organisation of employees to support good governance and to take on day to day activities with board members providing leadership and strategy. We are working towards this and I'd encourage members to attend the 'OneOrganisation' presentation at the BBF Congress.



Treasurer's Report - Oona Ylinen

I don't quite know what I expected when I put my name on the ballot last year around this time, and I would be lying if I said it has all been smooth sailing.

This has been a big year for baseball, in more ways than one. All of our National Teams travelled this summer, we hosted the Blind Baseball International Cup, the postseason saw more games than ever, and, importantly to my role, we had our first ever year of paid individual player registration (IPR).

Each of these things has come with their own financial challenges and opportunities, but the bottom line is that baseball is growing, rapidly, and we need to take a hard look at how we can do more to support that.

The IPR fees were the big-ticket operational shift to how the BBF funds its activities. It has already afforded us some amazing opportunities, like dedicating money to a development grant and subsidising levelling up programme for coaching, officials, and our youth operations. We need to keep building on that momentum.

The first year was always going to be a learning year, but going into our second year, we have a much better idea of how to put the additional money coming in to a good use to improve the game all around the country.

Steering the direction we go with IPR is something I want to engage our membership in – ultimately, this money belongs to our clubs, our teams, and our players, so we need to make sure it gets invested back into the game for the benefit of as many people as possible.

On the international front, all of the National Teams travelling did mean a very busy summer for me – looking after budgets, expenses, and reconciliations – but the growth of the GB programme is very encouraging and allows us to get to a place where we have the numbers, the coaches, and the money to organise national winter training for all age groups as well as open try-out events such as the one in Tayport – and more planned.

The other big financial item has been the Blind Baseball International Cup (BBIC). Co-funding it with BSUK did mean dipping into our reserves, which I will expand on at the AGM, but the event itself appeared to run smoothly and saw several countries gracing our very own Farnham Park in a huge leap for inclusive sports.

On the admin side, we have set up a Wise account to deal with the increase in transactions in foreign currencies. My hope is to also seek some accountancy training this year to set up more functionalities within Sage.

The other projects for this coming year include picking up some of the work that has already been begun on writing up some financial policies for



payments, donations, and handling our reserves (the importance of which has been highlighted by the BBIC) with the help of the finance committee as part of the drive to professionalise the BBF – that hasn't quite found itself with a qualified accountant for Treasurer.

I grumble a lot and there will plenty work to do, but we have exciting times ahead of us.

I look forward to updating you all at the AGM.



Senior Leagues Commissioner - Chris Carter

My time as Senior Leagues Commissioner now extends to having covered four baseball seasons (2021, 2022, 2023, 2024).

This year has been a tough one. Whilst I would say that the leagues overall have been managed to the very best of the Senior Leagues Committee's ability (taking into account workloads and bandwidth), there will naturally be a number of clubs unhappy, which I will go into more detail on below.

British baseball's community is small. All the volunteers we have (including those on the Board) all come from said community (i.e. current/former player, association to a club etc.).

Most of you will know that I am a Club Chair and Team Manager at Kent Buccaneers Baseball Club. The reason I hold my position in the BBF is quite literally because I am the only person from a community of thousands of people that are willing to put their hand up and ensure this country has organised baseball.

My club, and my fellow clubs, can play baseball at an amateur level in an organised fashion, because, I, one person out of thousands, has put their hand up to help.

What do I get in return? I'll tell you:

- Public statements made by BBF clubs, calling me out on a personal basis, and making false claims/insinuations to suit their own agenda and boost their egos.
- Accusations of bias made against me both privately and publicly.
- Abusive/insulting messages and emails.
- Deterioration of relationships within the playing/club community.
- Inappropriate comments/remarks directed towards me on the field of play, when I am playing on the weekend for my own recreation (not representing the BBF).

Sounds like a very rewarding volunteer role...right? I can't possibly think why no-one else will stand for this role...

If you as a club representative have contributed to any of the above items I have listed, shame on you. Shame on you for not raising your hand and offering to take on such a role, but being more than ready to dish out such inappropriate and ungrateful remarks, regardless of whether they are public or private.

If you see issues with the current structure, raise your hand and contribute some ideas or volunteer hours. Moaning and groaning because the system is



not designed to benefit only you and your club is just selfish and ridiculous. This is one of the reasons why British Baseball has been stagnant for years.

Those that know me well enough, will know that I am always willing to engage should there be questions or clarity needed, and I'm always open to suggestions.

My inbox gets very full, to the extent that my own personal channels (social media and private numbers) become swamped and thus it does sometimes take me a little while to get back to people.

Focusing away from diabolical behaviour from those within our community, I'll provide some insight into what was done differently this year.

We mandated promotion of certain teams based on an assessment carried out by the Senior Leagues Committee of the following:

- a) NBC Champions
- b) Regular season record
- c) Postseason performances
- d) Known presence of higher level players (in particular pitchers)
- e) Regional zones and travel times

The above was done to ensure teams were playing at the right level. In recent years there have been a number of clubs that clearly have intentionally entered teams into leagues lower than that of which they would be able to compete in, for example, a team that would be a competitive Triple A team, entering Double A.

I'd like to make it clear that we were not 'pointing fingers' at any team that we promoted, to suggest that they were intentionally trying to enter a lower league.

We are all playing recreational baseball, but we also know that teams work very hard to compete and thus take it very seriously and are, ultimately, trying to win.

If a team in Single A is full of rookies that are in their early days of playing baseball, what good will it achieve by having them face Triple A standard pitching, where they go 0-3 with 3 strikeouts and go home disillusioned because they couldn't swing anywhere near at a pitcher throwing high speed in an entry level league?

If teams can simply choose any league tier to play in, what is the point in having league tiers?



If the goal is to win, why should higher level teams be allowed to stomp through teams in a lower league just because they want an easy ride to the postseason?

Losing is part of baseball, but I believe there is a large cultural issue within British Baseball in that some clubs only want to play if they are winning, and many clubs do not run sustainable organisations and instead run 'year-to-year', which results in them making decisions that will only benefit them in the short term, which then begins to overlook the longer term goals and tasks they should be worrying about.

In addition to the above, we trialled player restrictions (with a primary focus on pitchers).

For example, if a known Triple A standard pitcher was seen to be pitching in Single A and essentially carrying their team to winning, this Triple A player was given restrictions, e.g. they can continue to play in Single A, but are restricted from pitching, to ensure fair competition at that level.

The player restrictions were done via a routine assessment, typically carried out every 2-3 weeks, which included analysis of pitching statistics in Single A and Double A only, to identify any players that were resulting in unfair competition for the league they were playing in (for example, but not limited to: low hits, high strikeout ratio).

Naturally, once players were identified, they were not automatically restricted, there was a further assessment in considering the previous leagues/teams such player had played in, their past statistics, and more, which then factored into the final decision as to whether or not to place any restrictions on said player.

We acknowledge that there are concerns/issues around both promoting teams to higher levels of competition, and restricting over-powering players at lower levels of the game, and I certainly accept that there is room for improvement in both areas moving forward, but I want to make it clear that the principles and reasoning for such actions remain.

I'm committed to finding a better way forward in both areas but there will always be dissatisfaction voiced from teams/players that are on the receiving end, and thus there needs to be a cultural shift within our community to ensure that the vision of turning up on a Sunday to have some fun with friends and develop, and then finding out you are facing a pitcher that just should not in any way be playing at a lower level, is not a normality.

The Senior Leagues Committee have already been in talks surrounding 2025 and beyond, with the view to incorporate regional Commissioners into such a



committee where duties and responsibilities can be better spread out to ensure that such workload is relieved slightly for those overseeing from the BBF.

This is in the pipeline, and there is more to come out of this – I’ll be setting up a meeting this offseason with each region invited to send their Commissioner to discuss further, plan and agree structure, rules etc. moving forward with the view to building more sustainable operations whilst also incorporating better consultations with each region



National Teams Programme Official - Gavin Marshall

Following structural changes at the end of 2023, the BBF board decided to restructure GB to deliver an improved programme going forward.

Two new roles have been created to align with the elite programme structures used by other sports.

The first position to be filled was the Director of Operations. Maria Gigante, who brings a wealth of experience from her professional career, joins us with a background that includes working in the NFL front office and her current role as Vice President of UK Operations for the Jacksonville Jaguars.

We hope to appoint an individual with a similar level of expertise to the role of Director of Baseball.

In 2024, all teams travelled internationally except the Seniors, who had an off-year for the first time in many years.

Adult Teams

WSNT - 2024 was a year of preparation for the Women's National Team, with a training camp held in Italy. During the summer, they also toured Canada, competing against local teams in preparation for a major year ahead in 2025.

U23s - For the first time in programme history, Great Britain qualified for the World Cup, which was hosted in China. We look forward to Gary Anderson's full report on the tournament, but we know the team represented GB to the best of their abilities.

Youth Teams

U12s - European Qualifier: Finished 5th out of 6 teams, with a record of 2 wins and 3 losses.

U15s - European Qualifier: Achieved 1st place, securing promotion to the European Championship bracket in 2025, with a record of 5 wins and only 1 loss.

U18s - European Championship: Finished 4th with a record of 3 wins and 4 losses.

During my two years as the elected NTPO, it has become clear that the role would benefit from a skills-based appointment to continue driving the programme forward.

I have been fortunate to lean on my fellow board members for their support, and I would like to take this opportunity to wish everyone in the programme the very best for the future.

I am certain I will see you on the ball field again at some point.



Officials Commissioner - Chris Deacon

Introduction

2024 has seen continued progress in the quest to have more qualified umpires and improve scoring.

Again activities, both historic and planned are in line with the Federation's development plan adopted in early 2023.

Thanks go to all the volunteers who contribute to the Officials Commissioner's responsibilities and in particular to Umpire Director, Gabor Erdos, and Scoring Director, Jason Toms, for their invaluable support and efforts in their respective areas.

Gabor stepped down this year after three years and our heartfelt thanks go to him for his commitment to umpiring domestically and internationally, and he will be supporting officials in various ways going forward. Mike Shepard has been appointed as the Umpire Director.

Umpiring In addition to the Level 6 clinics held around the country producing 40+ more qualified umpires in 2024, we also ran an advanced clinic at The 108 just before the season started, which honed plate and base work with plenty of reps for all.

The Summer Cup this year provided the opportunity for further assessment of Level 6 umpires for potential advancement to Level 5 and above; this was the initial move towards the structured ongoing assessment programme as stated in the last report.

A high percentage of those attending were assessed as Level 4 which was really pleasing as it showed the progress we have been making in our efforts to grow the numbers and ability of our umpires; more details will be provided at the AGM.

A programme of clinics for 2025 will be announced as soon as possible, along with how we envisage clubs to be engaged in the wider development programme.

The umpire handbook will continue to be reviewed and updated and it is not just a resource for umpires; it is also helpful for all participants to see what they should expect from their umpires whether club or assigned as well as what the umpires expect to see field, facility and standards wise.



Again, we had our usual representation at WBSC Europe competitions this year as well as umpires participating in Little League and Pony competitions internationally.

Many were involved in finals or latter stages of competitions as assignments allowed and had positive feedback from umpire supervisors throughout the tournaments.

WBSC Europe has stepped up their development pathway as reported last year and we had a number of umpires attend their course in Toulouse with more planned this off-season.

Scoring

Scoring has continued to be successfully achieved through the revamped app, Ballclubz. We will provide a more detailed breakdown and analysis of our scoring statistics for the Congress.

We still have room for improvement though in terms of the quality of the scoring and we will continue to support users with hints & tips on various issues to improve the statistics and the user experience.

As previously stated, it isn't a substitute for understanding scoring itself and knowing how to score (on paper as many Federations do both) to ensure an accurate representation of the game itself. Clinics will cover scoring and use of the Ballclubz as they did this past season.

Finally, to maintain the improvements seen and support future plans, we are still looking for more volunteers to assist our scoring director.

Technical Commissioners

The other aspect of our game, particularly in tournaments and post-season play, is the ability to deal with technical and operational matters before, during and after games in a timely manner.

WBSC has introduced a Technical Commissioner course which Gabor Erdos has taken and will be reviewed as a basis for future requirements which weren't implemented as anticipated this year.

Officials Development - Future Plans

As many of you will be aware, BSUK undertook a review of their structure to better support the sports and the Federations which resulted in a number of staff changes in 2024.

Historically, there were some activities which remained solely within the remit of the Federations, one of which was officials and related development activities.



Moving forward, we will work more closely with BSUK on all development activities and for officials this has started following the appointment of their new Head of Development.

We will report back in the New Year with plans for an integrated approach across all aspects of officials matters.



Development Official - Lee Manning

2024 has been a challenging year as I balanced my elected role of Development Official while covering the Youth Commissioner's role for the third consecutive year. This dual responsibility meant that several of my action points were temporarily put on hold.

At the beginning of the year, the Development Committee successfully launched the process for applicants to apply for the Development Fund, which received a significant contribution from MLB following Great Britain's outstanding performance in the World Baseball Classic.

These processes align with our 2035 Vision document, and to date, we have supported numerous projects, awarding over £8,000 from the fund.

I continue to serve on the London Legacy Committee and witnessed the tremendous efforts by MLB to engage our community and increase access to the London games.

This included the MLB PAA hosting an open clinic for 60 BBF youth members, along with additional sessions for our GB U12, U15, and U18 teams, who had the opportunity to work alongside baseball legends such as Mookie Wilson, Daniel Murphy, Milt Thompson, and Mickey Morandini.

The MLB PAA legends also hosted a Q&A session on the Friday before the games, and over 300 BBF members attended the warm-up day inside the stadium. The First Pitch initiative is beginning to make an impact within our community, as children now have the opportunity to play baseball at school and have gone on to join their local teams.

I was also tasked with proposing a restructuring of the GB youth teams as we move into a new era without the position of a Lead Programme Manager.

This proposal was accepted by the PMG, GB, and the BBF board. The restructuring process has begun and is expected to be completed by March 2025.

Looking ahead, I am excited for 2025, as it will be the first year I can focus exclusively on Development work, with Glenn Taylor confirmed to continue his role as Youth Commissioner. With the 2035 vision plan will be eligible for funding.



Youth Commissioner - Glenn Taylor

We were glad to have 23 registered youth clubs during 2024, a big increase on last year, with their players taking part in youth baseball in some capacity.

2024 saw players playing great games in their house leagues and in our domestic Mix and Match and Super Leagues, as well as travelling abroad to represent club and country.

Mix and Match.

Our Mix and Match pushed on from its reintroduction in 2023, giving athletes from smaller clubs the chance to get more game play. We had a great Mix and Match season, running events across the host clubs.

We hope that some of our Mix and Match clubs will progress on to the Super League and that we will also bring new clubs and players into our Mix and Match programme.

Super League.

Our Super League also built on its strength from reintroduction in 2023, with more teams participating across all the age brackets.

YNBCs.

Our YNBCs built on the successful Mix and Match and Super League seasons. Twelve clubs fielded 19 teams who contested U10, U12, and U15 titles across two weekends. Champions, finalists, and placers included familiar names but also new ones like Firebirds, Atom Smashers, and Giants.

We are looking to build an even better league season in 2025 off the back of the enthusiasm of the 2024 YNBCs.-

Little League

Thank you to Charlie Truby and Holly Ireland for their contributions this year as District Administrator and Assistant District Administrator, respectively. This year, the UK qualifying tournament was played outside the London area, in Cardiff.

LYBL won the tournament and the right to travel to Kutno, Poland, to play in the Europe-Africa Region Tournament, putting on a strong showing and bowing out in the top six.

Grants.

We received a private donation which, allowed us to make grants to a variety of clubs to help develop their youth sections..



Looking forward

We feel great about the growth and momentum experienced in the youth game during 2024 but still have a long way to go in participation and leagues.

We will continue to run Mix and Match and Super League in 2025 and are looking to add more teams, age brackets, and game dates for the Super League – with a view that this would become an actual “league”.

On top of that, we are working with international partners to look to create more formal leagues and provide pathways to additional competitive opportunities domestically and abroad.

We are also looking at additional grant opportunities to help develop the youth game.



Coaches Commissioner - Mike Hayward

Throughout 2023 and 2024, an extensive review of the coaching landscape was conducted to evaluate the qualifications and standards within the profession.

This initiative was led by a steering group comprising representatives from BaseballSoftballUK (BSUK), the British Baseball Federation (BBF), the British Softball Federation (BSF), and experienced coaching consultants from Sporting People.

The review aimed to identify gaps in knowledge, skills, and competencies among coaches, ensuring they met the evolving needs of the industry and adhered to best practices.

Sporting People, known for their expertise in sports consultancy and coach development, made significant contributions to the process.

They have a strong track record of working with various national governing bodies (NGBs) across multiple sports, helping to improve coaching standards, design development programmes, and enhance the overall quality of coach education. Their involvement brought fresh perspectives and strategic insights to the review.

The review examined key aspects such as certification processes, ongoing education requirements, and ethical standards, with the goal of raising the bar for coaching across multiple disciplines.

A significant finding was the need to enhance the focus on soft skills within coaching education. The current landscape often emphasises sport-specific technical skills at the expense of developing broader interpersonal and leadership skills essential for effective coaching.

The new coaching pathway will address this gap by incorporating a greater emphasis on these soft skills, aiming to create more well-rounded coaches capable of navigating the evolving demands of the profession.

Sport-specific technical skills will still be a critical component of the coaching education framework but will be addressed separately through targeted workshops and clinics.

This approach ensures that while coaches receive comprehensive training in technical aspects of their sport, they also develop the necessary soft skills to effectively manage teams, communicate with players, and adapt to the changing coaching landscape.

Earlier this year, BSUK underwent a dramatic organisational change, which provided the headspace to recruit the right people with the necessary skills to develop the new coaching pathway.



This week, all new employees tasked with implementing the coaching pathway have been officially appointed. Their immediate focus is to begin rolling out the new framework, with the aim of having courses ready for the community by next year, or even sooner.

Once the staff are fully settled in, we will have a clearer understanding of when to expect the new courses to become available.

In the off-season, BSUK and the BBF will be hosting a series of workshops and coaching courses specifically focused on technical skill development. The first of these will be the new Elevate series, starting with a 2-day workshop on pitching, scheduled for 9th and 10th November.

This workshop is designed to instruct coaches on how to teach pitching effectively. Further Elevate workshops covering hitting and fielding will be announced throughout the off-season.

In the meantime, there are plenty of ways to boost your coaching skills during the off-season. USA Baseball offers a free app and a range of technical courses that can be invaluable for aspiring coaches.

The app, available on both the Apple App Store and Google Play Store, provides access to a variety of bite-sized, easy-to-follow courses designed to enhance your coaching knowledge and skills.

These courses cover a broad range of topics, from fundamental techniques to advanced strategies, and are designed to be user-friendly, allowing you to fit learning into your schedule conveniently.

Engaging with these resources can provide valuable insights and practical tips to help you develop as a coach and stay ahead of the curve.

The review set out key recommendations and a comprehensive plan for implementing the new coach education pathway. This plan not only outlined steps to overhaul the coaching qualification process but also helped identify the skills and resources needed to execute these changes effectively.

With the revised guidelines and new qualification frameworks in place, BSUK is well-positioned to equip coaches with the tools they need to deliver high-quality, informed coaching that meets contemporary needs and global standards.

I am excited to see how our new coaching landscape develops and grows over the next couple of years. It is crucial for me that we help develop the skills needed to secure the growth of our sport, particularly in the youth sector.

Skills that foster growth in our youth sector will undoubtedly pay dividends at all levels and aspects of our sport.



This new direction will also prepare us for any potential future mandatory requirements around coaching qualifications, as the UK government continues to explore the standardisation of coaching credentials across various sports.



Marketing & Communications Official - Richard Evans

There is no doubt that 2024 has been an extremely busy year in terms of communications and marketing activity.

There were three initial aims for the 2024 :-

- to continue to increase awareness and understanding of the BBF and British baseball through our website, social media, direct communication and press coverage.
- improve engagement with affiliated clubs and the wider British baseball community and support her efforts to promote their clubs and the game on a wider basis
- Support and promote GB Baseball
- To continue to establish good working relations with partners such as MLB, WBSC/WBSC Europe and BSUK

DIRECT COMMUNICATION

One of the advantages of Sport:80 was the ability to communicate directly with registered players. Sadly, progress with various aspects of Sport:80 has not been up to the standard we expected which has resulted in various modules not being up and running during the 2024 season.

We will be working hard to ensure that BSUK completes its work to make sure the communications and campaign module is fully operational for 2025.

BBF WEBSITE AND SOCIAL MEDIA

Our engagement across social media and the BBF Website has grown over the year. The website has been revised to include new sections on blind baseball, youth baseball as well as the British baseball galleries.

	2023	2024
BBF X Followers	7,048	7,476
BBF Facebook Followers	4,766	5,500
BBF IG Followers	1,900	2,627
BBF Website Visits	80,000	90,000
BBF Website Page Views	138,000	152,000



WEEKLY MATCH RECAPS

This year we introduced weekly recaps from all the games in the senior leagues through the regular season as well as the playoffs.

A big thank you must go to Michael Thomas for drafting the stories each week, to the bevy of photographers who were able to supply photographs and to team managers who responded to requests for post game quotes.

BRITISH BASEBALL PHOTOGRAPH OF THE WEEK

This season we introduced a photograph of the week. Entries were sent in by club photographers and baseball fans and the winners published on BBF social media sites every week.

There is a gallery on the BBF website which includes BBF games, GB Baseball, the London Series and the WBSC Blind Baseball International Cup

<https://www.britishbaseball.org.uk/bbf-galleries>

NATIONAL CHAMPIONSHIPS BROADCAST

The opportunity to formally broadcast the end of season championships and regular season games was offered to Journey Sports Media and BSUK TV.

Only Journey responded with a firm proposal and subsequently were appointed to provide live streams for the NBL, AAA, AA and A finals.

Journey also broadcast some of the 2023 championships and following research there was an estimated overall 20% to 30% increase in audience size for the 2024 championships. Full details are available on request.

Total watchable hours	NBL/AAA	Day One	463
		Day Two	489
	AA/A	Day One	472
		Day Two	262
Live Stream Viewers	NBL/AAA	Day One	2,000
		Day Two	1,700
	AA/A	Sunday	1,900



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In addition, we worked with BSUK-TV to encourage clubs to broadcast their regular season games and we will continue to do this working with BSUK to improve the level of coverage in 2025.

BRANDING AND GRAPHICS

We have worked with volunteer designers to produce a variety of branded logos & documents for use by the BBF and clubs including league & tournament logos as well as graphics for the postseason. This will continue to be developed next year.

A big thank you at Al Galpin at Friends of British Baseball for his work over the past two years.

PRESS COVERAGE

There has been a noticeable increase in clubs being covered in local newspapers and on local radio and TV. Nationally there was good coverage for the London Series but we do need to do more to try and secure national coverage for the domestic game.

GB BASEBALL

This has been a busy year for GB Baseball with all the age groups in action apart from the men's senior team.

For all of the teams, we provided public relations support, graphics, daily recaps of the games, social media support and worked with WBSC and WBSC Europe to provide photographs and details of any live-streaming.

I am grateful to the various GB managers and staff for their support during the season.

As you will be aware, the WBSC Blind Baseball International Cup was held at Farnham Park at the end of September and we provided on the ground public relations and social media support working closely with WBSC and the competing teams.

GB Blind Baseball received coverage on the BBC World Service and a variety of radio programmes and podcasts.

We also produced a GB Baseball brand guidelines document to standardise uniforms and training equipment.



OUT OF THE PARK

In late 2023 we began discussion with the Out of the Park online game to include all the BBF league registered players on it. The process has been slow but they have assured us that the complete BBF rosters will be on the 2025 version of the game.

The agreement with them is for three years but we are due to discuss this in light of the issues encountered during 2024. Their annual financial contribution goes towards the cost of staging of the national championships.

WORKING WITH PARTNERS

In line with the overall approach of the BBF board, we have established closer & more collaborative links with BSUK staff as well as working with MLB Europe and WBSC/WBSC Europe staff.



10. MOTIONS TO THE ANNUAL GENERAL MEETING

Motion 1. Amendments to the Constitution - Proposer BBF Board

Note: This motion will be debated before the elections.

There is a vacancy subject to elections for the National Teams Programme Official (NTPO) at the 2024 AGM.

If this motion passes, the election for the NTPO falls and will not take place because this motion means that the post will immediately become an appointed role.

Delete: 5.5 'The Officers shall be directly elected by Voting Members at a General Meeting'.

Add: 5.5 The Officers at 5.3.1, 5.3.2, 5.3.3, 5.3.4, 5.3.10 shall be directly elected by Voting Members at a General Meeting.

The Officer at 5.3.5 shall be appointed by the elected board members. (see footnote 1).

Footnote 1: The Officer at 5.3.5 that shall be appointed by the board must be appointed through open competition following the usual traditions of recruitment.

The job descriptions and recruitment criteria should be based on the British Baseball Federation Executive Board Roles and Responsibilities.

Depending on the number of applicants there must be a shortlist and a panel (selected by the board) should interview the candidates and select the best candidate unless there are no candidates who meet the criteria set by the board.

Rationale: It is time the BBF started working towards complying with the Sport England Code of Governance. One of the criteria is to appoint board members with the appropriate skills and experience. We have decided to start with this post, the National Teams Programme Official.

We have found that this post demand specific skills and experience which are not always met through elections. It will help to embed good professional practice and ensure good governance



Motion 2.

Motions to the AGM submitted by Leeds Locos and seconded by Wragby Warhammers.

(01) Handbook committee to be formed with representatives for all regions and levels of baseball which will overhaul the Players Handbook and review it annually.

Required as the existing document is no longer fit for purpose being vague in places and counter intuitive in others. example being the use of temporary mounds at A,AA levels and the construction thereof.

(02) Printed and agreed rates for umpiring game at all levels during the season including game fees and travel fees for Adult, Women's and Youth Leagues. A failure to do this has led to umpires not being paid for the BBF 2024 finals within a reasonable period of time.

(03) Propose that no individual who holds a BBF Board Position or Is a Commissioner should be allowed to hold the position of chair or vice chair of any affiliated club at the same time as holding a Board position of Commissioners role.

This is in the interests of visibility and fairness.

(04) Better monitoring of Pitching and Performances especially of North Teams who were largely forgotten about until the end of the 2024 season along with published levels and stats so that teams can understand how the assessments were made.

(05) Stronger backing of umpires and strict penalties on clubs and individuals who engage in umpire abuse.



Motion 3

Name: Tom Thornhill Voting Member: Norwich Icen Baseball ClubClub

Submitting Motion: Norwich Icen Baseball Club

I can confirm I am authorised by the club to submit the motion

Motion Submitter or Seconder: Motion Submitter

- 1) Motion to update the text of the BBF constitution and update the numbering accordingly:

Before : 5.23

The Board may invite other people to attend at and participate in Board Meetings (but never in a voting capacity) where the Board considers it beneficial for the conduct of the meeting to do so.

Observers shall also be welcome at Board Meetings at the sole discretion 5.24. of the President (or in his/her absence the Board Meeting chair) not to be unreasonably withheld.5.25.

A Board Meeting may be conducted face-to-face or via any other means not limited to telephone conference calls and other electronic media to the extent the President (or in his/her absence the Board Meeting chair) is satisfied that all Officials are able to fully participate in the Board Meeting.

After : 5.23

The Board may invite other people to attend at and participate in Board Meetings (but never in a voting capacity) where the Board considers it beneficial for the conduct of the meeting todo so. Observers shall also be welcome at Board Meetings at the sole discretion of the President(or in his/her absence the Board Meeting chair) not to be unreasonably withheld.

5.25. A Board Meeting may be conducted face-to-face or via any other means not limited to telephone conference calls and other electronic media to the extent the President (or in his/her absence the Board Meeting chair) is satisfied that all Officials are able to fully participate in the Board Meeting.



2) Motion to update the text of the BBF constitution and update the numbering accordingly:

Before : 6.2.6

Nominations, statements and motions shall be made to the Secretary no later than thirty 6.2.7 (30) days before the date of the AGM, or any other date as included in the AGM notification.

After : 6.2.6

Nominations, statements and motions shall be made to the Secretary no later than thirty(30) days before the date of the AGM, or any other date as included in the AGM notification.

3) Motion to remove clause from the BBF constitution and update the numbering accordingly : 6.2.14 here provided.

4) Motion to insert a clause and update of the numbering accordingly

6.8 An Annual General Meeting (AGM) or Extraordinary General Meeting (EGM) shall have a quorum of above 33.3% of the number of voting members present at the meeting.



11. BOARD ELECTIONS - Candidates

President - Richard Evans & Alex Musil

National Teams Programme Official - Ivan Lawler

Coaching Commissioner - Mike Hayward & Jonathan Rodriguez

Youth Affiliated Leagues Commissioner - Glenn Taylor

Officials Commissioner - Dave Becker



PRESIDENT - RICHARD EVANS

NOMINATED - BRISTOL BASEBALL CLUB

SECONDED - LIVERPOOL BASEBALL CLUB & NORWICH ICENI

My mission, as President, will be to build on the successes of recent years, learn from mistakes and usher in a new era of excellence, unity, and growth.

My vision is anchored on the following core principles:

1. Board Accountability

The British Baseball Federation (BBF) is a membership organisation that relies on the hard work and dedication of volunteers across the country. Therefore the President and the board need to be accountable to its member clubs.

We will ensure that every decision and action taken by the board is in the best interest of the federation and its members.

This will be driven by making sure key decisions and proposals are communicated and consulted on early.

Accountability is not a one way street though. Member clubs and partners will be expected to be accountable for their activities on and off the field.

2. One New Organisation for Baseball and Softball

We will fully investigate the possible creation of one new organisation that includes both the BBF and British Softball Federation and relevant aspects of BaseballSoftballUK (BSUK) to leverage existing strengths, resources and expertise for the good of both sports.

No final decision will be taken without the involvement of BBF members.

3. Review of the GB Baseball Programme

We will undertake a comprehensive review of the GB programme to ensure that there is proper support and accountability from the board and the programme itself to maximise performance in Europe, the World Baseball Classic and the Olympic programme.

This will include a detailed and transparent coach appointment process with defined accountability measures which uphold the highest standards of coaching and management expected from a national programme.

We will also make sure that the GB programme has a more visible presence across the country.



4. Better Communication over Season Structure

We will prioritise earlier and regular conversations between clubs and the senior leagues committee. This approach will facilitate the timely identification and resolution of issues, foster collaboration and ensure that the voices of all stakeholders are heard and valued.

5. Creation of Regional Commissioners

We will establish a system of regional commissioners who are empowered to address local needs and represent regional interests within the national framework. This approach will enhance responsiveness and ensure tailored support for local clubs.

It should be noted that the commissioners and their teams will be accountable to the board for developing the game regionally following agreed priorities that the board supports.

6. Future Development

We shall continue to focus on the future development of the sport through the initiatives contained in Our Future aimed at increasing participation, enhancing facilities, and promoting the sport at all levels.

This will include targeted youth programmes, improved coaching, partnerships with educational institutions and community outreach efforts as well as a review of the NBL.

By embracing these principles, we can build a stronger, more unified, and more successful federation of clubs.

Together, we will create a legacy of excellence and opportunity for future generations.



PRESIDENT - ALEX MUSIL

NOMINATED - LYBL

SECONDED - CROYDON PIRATES AND BRACKNELL BASEBALL CLUB

My name is Alex Musil and I'm asking for your support intaking on the role of BBF President.

I've spent my career as a tech executive across various companies, from startups to Microsoft, Meta and Google.

Most recently I was the General Manager for a 250+person engineering unit at Google supporting a multi-billion dollar a year business. I also sat on the board for Google's UK-regulated payment entity.

My passion for the game, like many of you, started as a kid playing t-ball. As an adult, it grew exponentially watching my two boys play at Wormwood Scrubs for London Sports, Farnham for LYBL and internationally for GB baseball after our family became British citizens.

As a lifelong baseball fans who moved to the UK almost 15 years ago, my wife and I were delighted to find baseball out on the Scrubs through the sheer will of volunteers who loved the game and teaching it to kids.

I lent a hand a few seasons as a coach myself but stepped back when my kid's abilities exceeded my own (didn't take long).

I believe my experience as a leader and passion for improving baseball in the UK can help the BBF be more effective in growing the sport we all love.

Many of you already know the challenges facing baseball here.

Chronic underinvestment in fields and training centres. Understaffed and overworked volunteers across the community, including on the board. Collaboration friction between various bodies (e.g. BSUK) and regions (London and non-London, North and South).

Strained relationships with Umpires. And of course, a lack of investment in our next generation of players and coaches. I know this list is not exhaustive.

I know I may be coming in ignorant of the complexity behind some of these issues. But I also know this organisation would benefit from someone with fresh eyes and who does not have relationship baggage across the clubs and our major partners.



You have my commitment to listen, learn, and be transparent. I will be highly communicative about our plans to improve and grow the game.

We will not all agree, but I will drive accountability and ensure you understand the rationale behind decisions. I see three focus areas for the role going into 2025:

- The first order of business will be to continue to improve the way the board operates. I have both the experience and time needed to invest in helping our volunteers be more effective and communicate more clearly with the BBF members.
- Second, I will invest in our critical relationships and assess their health, especially with BSUK. We cannot have deep separation and disagreements on priorities between the governing body and the organisation funded to drive the growth of baseball; we need to solve growing the game together and pull in one direction.
- Third, we must secure and plan for funding in the sport. This includes ensuring we have the proper governance and constitution in place to help us make massive decisions which will impact our sport for years to come.

Thank you for your consideration



NATIONAL TEAMS PROGRAMME OFFICIAL - IVAN LAWLER

NOMINATED - CROYDON PIRATES

SECONDED - BOURNEMOUTH BEARS

have been a baseball parent for 12 years, introduced to the sport by my American wife, and have made the journey, from rather going to the dentist than watching a game, to watching MLB on a daily basis voluntarily and actually caring about it!

My child has been in the club structure since age 6 and National Structure since age 10 and I have loved every minute of his journey and his growth along the way, until the last year, when politics and personalities have stifled the joy the game had previously offered.

So far we have been lucky enough to benefit from some great coaches and volunteers at Guildford, London Sports, LYBL, Herts and Bournemouth.

My own background is in elite sport, I have competed at 3 Olympic Games, been a multiple world champion, and have gone on to coach other athletes to World championship wins and medals, I run a club that is currently the most successful in the UK and also spent 4 years as President of a UK Sport funded NGB.

I was involved in that sport before UK Sport funding and ever since its introduction, I have seen both benefits and drawbacks from it, I have seen mistakes, patterns of behaviour, defensive management practices, destructive politics and everything else that the influx of funding brings.

I have seen success being screamed from the rooftops whilst behind the curtain I have witnessed the decline of the clubs and supply lines.

What I have learned from my time at my club, and in the NGB, is that the health of a system is reliant on the health of the club structure and the coach education, it is built off the work of the grass root volunteer, the engagement of parents, and the fun and opportunity it offers to its participants.

The elite cannot survive without the recreational, the recreational can survive without the elite. Like baseball (in the UK), my sport was a minority sport, our athletes and families are not disposable, they need nurture and care, they need to be engaged at every level.

It is easy for “big fish” to pop up in a small sea of a minority sport. Conflicts based on personal feelings and personal ambition are very quick to form, but we do not have the numbers to sustain those divisions. Whoever takes this role



will have to heal those splits and unite the factions for the benefit of the players.

As a neutral, having no background in the politics to this stage, and having a passion for progress and performance I feel I am as well placed as anyone to try to bring the right people together to build the foundations and the pathway that allows UK players to reach their full potential and challenge for places in our National Teams at the highest level.

My stated goal would be to get as many home-grown players to a standard that forces them into National Teams at every age and stage as possible.



COACHING COMMISSIONER - MIKE HAYWARD

NOMINATED - LONDON METS

SECONDED - NORWICH ICENI

Please accept my nomination to re-stand as Coaches Commissioner of the British Baseball Federation.

During my first term, I have made significant progress in raising coaching standards across our community, but I believe there is much more to achieve.

To fully dedicate myself to this role, I stepped away from running Long Eaton Baseball Club and the West Midlands Baseball League (WMBL).

This decision removes any potential conflict of interest and allows me to focus entirely on the betterment of the sport, without pursuing any personal agenda.

If re-elected, I will continue to focus on developing coach-specific skills and establishing a higher, more consistent standard of coaching across the sport.

Here are the key areas I plan to concentrate on in then ext term:

1. Establishing a Coaching Advisory Group

One of my main priorities will be to set up a Coaching Advisory Group consisting of experienced coaches and experts.

This group will focus on developing and delivering high-quality content and webinars for our coaching community. These resources will be available throughout the season, ensuring coaches at all levels have access to up-to-date training and guidance.

This initiative will foster collaboration, allowing coaches to share knowledge and stay informed about the latest coaching techniques, ultimately improving team performance across the sport.

2. Introducing a New Standard for High-PerformanceCoaches

I will introduce a new standard for high-performance coaches, setting clear benchmarks for the qualifications and skills required to coach at the elite level.

By creating a structured framework, we can ensure that our top players receive the highest quality coaching, which will elevate the standard of play nationwide. This will also help to build a strong pipeline of elite coaching talent to keep British baseball competitive at the highest levels.



3. Continued Development of the Elevate Coaching Series

The Elevate Coaching Series, which I launched during my first term, has been a key step forward, particularly the pitching workshops.

In 2025, I plan to expand this series with new workshops focused on fielding and batting. These in-depth sessions will help coaches refine their skills in these critical areas, providing them with the tools to enhance their players' development.

The Elevate programme will continue evolving, offering top-tier resources to raise technical coaching standards.

4. Collaborating with BSUK on the New Coaching Framework

I will continue working with BaseballSoftballUK (BSUK) to further develop the new coaching framework. This partnership will ensure the coaching pathway aligns with our future vision for the sport and meets the expectations of our coaching community.

Together, we will ensure that the new structure provides clear guidance and support for coaches at all levels. In summary, my goal is to strengthen the coaching infrastructure across all levels of British baseball.

By equipping coaches with the necessary resources, training, and support, we can continue raising the standard of coaching and drive the sport's long-term growth.

I would be honoured to continue serving as Coaches Commissioner and work alongside our coaching community to achieve these important goals.



COACHING COMMISSIONER - JONATHAN RODRIGUEZ

NOMINATED - MANCHESTER BASEBALL CLUB

SECONDED - LYBL & SHEFFIELD BRUINS

As a dedicated baseball coach, educator, and advocate for the development of the sport in Britain, I am excited to stand for the role of Coaching Commissioner within the British Baseball Federation.

My extensive experience in coaching, education, and talent development has laid a solid foundation, yet I remain eager to learn and evolve.

As Coaching Commissioner, my mission would be to connect coaches nationwide through modern resources and platforms, enabling us to share insights, best practices, and success stories while collaboratively addressing the daily challenges we face in British baseball.

Currently, I am in my second year of pursuing a Doctorate in Elite Sports Performance at the University of Central Lancashire (UCLan). I aim to harness my growing expertise in Talent Development Environments (TDEs) to foster a coaching culture that prioritises continuous learning and professional growth.

As Coaching Commissioner, I would focus on creating networks where coaches can connect and grow. By utilising modern platforms, we can enhance our understanding of theoretical concepts that underpin effective coaching practices and create spaces for sharing innovative approaches.

My coaching philosophy is built on the principles of autonomy, adaptability, and critical thinking. These principles also guide my professional work.

As a full-time Sports Lecturer at Calderdale College, I lead the curriculum for the FC Halifax Town U19 academy and teach levels 1-3 sports coaching courses to aspiring footballers.

Additionally, I have taught sports coaching courses at levels 4-6 through the University of South Wales. These experiences allow me to equip aspiring coaches with the tools needed to thrive in the dynamic environment of modern sports.

Over the past six years, I have dedicated myself to coaching at every level of the UK sports development pathway. My journey has included leading foundational baseball sessions with Burnley FC in the Community, founding the



Baseball Club at UCLan, managing the Legends Baseball Club in the National Baseball League (NBL), and serving as head coach for the Great Britain U18 National Team.

Each of these experiences has enriched my understanding of baseball in Britain and fuelled my commitment to helping the sport grow.

I hold a Master of Sport Science in Coaching and Sports Psychology from the United States Sports Academy, a Bachelor of Science in Athletic Coaching Education from West Virginia University, and a Postgraduate Certificate in Education (PGCE) in post-16 education from UCLan.

These qualifications empower me to mentor coaches and athletes effectively, fostering environments that support long-term development.

A strong coach education framework is essential for the future of baseball in Britain.

As Coaching Commissioner, I would prioritise structured learning opportunities, workshops, and mentorship programmes to elevate coaching standards nationwide.

Based in Burnley, Lancashire, I am committed to travelling across the country to engage with clubs and address their unique needs. My dedication is evident in the over 40,000 miles I drove from 2020 to 2023 while coaching the Legends and GB U18s.

As Coaching Commissioner, I am dedicated to raising coaching standards and fostering the next generation of baseball talent in Britain through the power of connection.



YOUTH AFFILIATED LEAGUES COMMISSIONER - GLENN TAYLOR

NOMINATED - LYBL

SECONDED - CAMBRIDGE BASEBALL CLUB

I am pleased to submit my Candidate Statement for Youth Affiliated ClubsLeague Commissioner.

My name is Glenn Taylor. I am a dual UK / US citizen who grew up in theUS but have made the UK my home since 1999. I am father to a 12-year-old baseball-mad son, and my girlfriend and I are eagerly awaiting our future baseball player who is due to arrive in January of next year!

I was co-opted by the Board into this role earlier this year. I am excited to continue my work and push forward on the goals and spirit of Our Future 2023-2035 - ensuring baseball is for everyone, with youth as our future.

During my term since joining

- I started off by reaching out to all of our clubs with youth programmes to understand what is working well and what isn't
- I took over for the end of the mix and match season, followed by running two exciting weekends of YNBCs across the U10, U12 and U15 age divisions; we had 19 teams out across two weekends, a big increase on last year and testament to all the work in the Super League and Mix and Match this year. A big thanks is owed to the 12 clubs who participated, some making long drives for long days out
- I have begun work with international organisations around grant money for youth development and exploring more formal league affiliations and tournament pathways
- I have engaged with partners like BSUK, MLB, and T-Rex T-Ball to work on ways we can better promote baseball in schools and clubs.

From here

- Springboard off the successful end to the 2024 season - install amore robust league structure across age divisions, with more clubs fielding league teams.

As numbers improve, we can establish more granular age divisions and provide excellent youth opportunities for older youth players while still preserving a development pathway for them into adult teams



-
- More game and tournament opportunities - more domestic league and tournament games, and progress the work with international organisations to provide more pathways for our teams to play domestically and abroad
 - Work with our clubs at a grassroots level - forming new youth programmes, helping small and growing programmes develop
 - With the Coaching Commissioner, support our youth coaches in their development, to help them and their clubs
 - Work on a scoring platform for our youth leagues - allowing better record keeping and allowing players and clubs to see stats

 - Youth is an amazing programme in its own right and is also, always, the future.

We should provide opportunities for players of all ages and abilities and aspirations up and down the country.

Youth cuts across all of our other objectives and across what we want to do in coaching, for our adult leagues, and for our GB programme.

Thank you for reading my statement. I am excited to continue building on the work I have begun into next season and for the next two years.



OFFICIALS COMMISSIONER - DAVE BECKER

NOMINATED - CORNISH CLAYCUTTERS

SECONDED - TAUNTON BASEBALL CLUB

Officiating has been a key part of my life for many years, currently serving as a senior FA county referee. Throughout my refereeing career, I have developed essential skills such as decisive decision-making, effective positioning, and building strong rapport with players and team officials.

When I began baseball umpiring in 2021, I quickly realised that these skills were equally crucial on the diamond. The ability to make quick, confident decisions, maintain strong positioning, and communicate clearly is fundamental to earning respect from both players and teams in any sport. Before umpiring, I was a long-time baseball fan.

After taking the field as a player, I embraced the opportunity to become an umpire. Being able to referee football in the winter and play & umpire baseball in the summer has allowed me to apply my officiating expertise year-round.

This cross-sport experience has deepened my understanding of the importance of developing, supporting, and retaining officials at all levels. I believe that sharing knowledge across different sports creates more well-rounded officials, bringing fresh perspectives and strengthening the officiating community overall.

In addition to umpiring, I also score some of my club's home games, which gives me a strong working knowledge of the challenges and intricacies of scoring. I am passionate about the vital role scoring plays in the flow and fairness of the game.

As Officials Commissioner, I will ensure that both umpiring and scoring receive the attention they deserve within British baseball, addressing issues and promoting the development of both roles.

Beyond officiating, I bring leadership and management experience that will serve me well in this role. I currently manage a team of 10 and hold a Level 5 Award in Leadership & Management, covering essential areas such as conflict management, innovation, governance, mentoring, and coaching.

These skills will be invaluable in supporting umpires and scorers within British baseball. My role has also required me to develop strategies for improving performance and fostering a positive environment—skills I am eager to apply as Officials Commissioner.



Umpires are crucial to the sport, and it's essential they feel valued, respected, and protected.

A key focus of mine will be creating structured pathways for umpire development and providing opportunities for progression within the sport.

Additionally, safeguarding umpires from abuse and ensuring swift action is vital for retention. I will advocate for transparent processes to address misconduct towards officials and uphold high standards of behaviour both on and off the field.

By doing so, we can create an environment where umpires feel supported, encouraging more people to take up officiating and remain in the sport.

With my experience in leadership and passion for officiating, I am confident I can make a positive impact on the recruitment, retention, and development of officials in British baseball.



12. CONGRESS SESSIONS - Saturday 18th November

	Saturday 16th November 2024
13.30	Welcome, Refreshments & Registration
13.45	BBF Board Welcome (Lee Manning)
14.00	One Organisation (BBF Members only) Discussion and Breakout Session (Tom Thornhill & Mike Hayward)
15.00	Refreshment Break
15.30	Sport:80 & IPR (BSUK John Boyd & Mike Hayward)
16:00	Great Britain Baseball & National Teams (Gary Anderson & Gavin Marshall)
16.30	Senior Leagues (Chris Carter) incl WBL (Joe O'Connell) Including breakout discussions
17.30	Youth Baseball (Lee Manning & Glenn Taylor)
18.00	Coaching Development (Mike Hayward)
18.30	Our Future and Close (Lee Manning)
18.45	Drinks at the Holiday Inn Bar



British Baseball Federation
(The National Governing Body of baseball in Great Britain)
The National Baseball & Softball Complex at Farnham Park
Beaconsfield Road, Farnham Royal, SL2 3BP

