



FROM THE PRESIDENT

Dear friends,

with this new ESF Executive Council I would like to take this opportunity to welcome our new members of the EC. The EC's from the past eight years have been working diligently to change the face of the ESF and to brand our sport of softball throughout Europe and our image throughout the World.

This document will give you and our members the outline I am proposing for the next four years and will hopefully take us to the next level of recognition and progress.

We will continue to support our Member Federations and provide a platform for their development through the many opportunities we believe will evolve from this plan.

The basis for this plan was set , as I mentioned , eight years ago and we will continue to grow in areas such as marketing, media, with hope of increasing our revenue through programs that could be funded by the WBSC, as well as umpiring and coaches education throughout Europe and of course the continued efforts of hands on development with coaches from all over providing our coaches and athletes more insight into new training methods and skills.

The Brand **Softball Europe** will grow to become a household name and a game that will be recognized by children and adults throughout Europe.

I wish to express my gratitude to all of you and the Member Federations for the trust they have given us and promise to do all we can in developing our sport.

Gabriel Waage
ESF President

PRESIDENT



JOB DESCRIPTION

- Overall supervision and control of the business and affairs of the ESF;
- Legal official representative of the ESF;
- Authorize and sanction expenditures along with the Treasurer;
- Signs agreements, contracts in the name of the ESF when given authorization by the EC or the Congress;
- Ex- officio member of all Commissions and Committees with voting rights;
- Ratify heads of commissions and committees after EC approval

WORKING PLAN

- A. Hands on interrelations with the Member Federations and their Presidents and Boards.
- B. Performs tasks aimed at developing the ESF's vision and implementing the policies and procedures that allow that vision to be accomplished.
- C. Reviews the performance of the ESF Commissions
- D. Support the ESF Member Federations with continuous contact with their NOC's ;
- E. Full cooperation with the WBSC relating to Europe, in the capacity of being the Regional Vice president on the WBSC Softball Division Board.

SECRETARY GENERAL



JOB DESCRIPTION

- Responsible for the functioning of the ESF from correspondence, statements and operational;
- Job mostly based on the Statutes and hands on with coordinating the EC operations.
- Interpret and enforce provisions of the ESF codes, rules, and regulations.
- Chair Legal Commission;

WORKING PLAN

Legal Commission with responsibility for:

- A. Receive advise on registration of the ESF in a EU country ;
- B. Overview of the ESF Statues and prepare revised versions;
- C. Provide legal advice on all legal issues

Ethics committee with responsibility for:

- A. Set a review group.
- B. Decide if the committee should be formed with members within the EC or from outside,or maybe a combination of both.
- C. No need to meet. Discussions through forum and e-mail.

Disciplinary Commission

- A. Commence Disciplinary actions when needed
- B. Draft disciplinary code

Establish a **Supreme Court** who shall act as both the supreme disciplinary court, before which all appeals from the rulings of the disciplinary commission are heard and as the final arbiter in regard to all procedural and constitutional matters of the Federation.

TREASURER



JOB DESCRIPTION

- Responsible for all financial matters and yearly balance;
- Providing guidance on financial matters
- Keeping the EC informed about its financial duties and responsibilities
- Chair Financial Commission

WORKING PLAN

Financial commission with responsibility for:

- A. Budgets
- B. EU contact with President
- C. Earmarking fund raising income (if any)
- D. Responsible for outside Accounting services

Chair of Licensing with responsibility for:

- A. All licensing responsibilities for tournaments
- B. Possible inclusion of special registrar of all athletes in Europe
- C. Investigate the option of an on-line system for player licensing;

Regulations/Fees Committee

Chair: Eddy Van Straelen

Assistant Chair: Youri Alkalay

- A. Responsibility of continuous research and providing ideas on regulatory and financial procedures/expenditures to enhance Federation participation.

1st VICE PRESIDENT



JOB DESCRIPTION

- Responsible for assisting the President in keeping the ESF running in a proper manner and will represent the President in his absence;
- member of the Financial Commission;

WORKING PLAN

Chair of Disciplinary Commission

- A. Commence Disciplinary actions when needed
- B. Draft disciplinary code [Legal Commission]
- C. Development of a formal disciplinary process for dealing with game ejections and other forms of misconduct

Member of Marketing Commission with responsibility of Merchandise

- A. ESF Merchandise branding
- B. All aspects in merchandise for tournaments, clinics and other events

Member of Development Commission

- A. responsibility for Balkan and Eastern Europe planning based on general development plan
- B. Equipment for Europe

VICE PRESIDENT - DEVELOPMENT



Ami Baran - co chair



Kristian Pälviä - co chair

JOB DESCRIPTION

- Responsible for ESF Development plans and programs in cooperation with VP marketing, and VP Operations in order to implement the different plans;
- Forming sub-committees in development from all the categories of Softball;
- Preparation for ESCA implementation

WORKING PLAN

Development Commission:

Co Chair: Kristian Palvia and Ami Baran

Members Mette Nissen-Jakobsen (Development Operations), Youri Alkalay

Other members to be appointed by the President, Chair and Co-Chair,
Petra Cizmic Pokrajac, Craig Montvidas

- A. Research and develop programs and plans for the Federations in the different softball categories/disciplines
- B. Assist National Team Programs for categories requested
- C. International Communications between the Federations and Development programs
- D. Preparation of programs and projects through EU funding and WBSC Development requests.
- E. Establish Europe wide Euro leagues in all categories
- F. Answer requests of the Federations
- G. Assist in preparing development plans for Federation based on the needs of these Federations

VICE PRESIDENT - MARKETING, MERCHANDISE, MEDIA



JOB DESCRIPTION

- Responsible for all Marketing, merchandising and media
- Establishes all marketing Committees necessary to enhance the productivity of Softball throughout Europe;
- Sponsorship and fund raising committee;
- Softball Europe Brand

WORKING PLAN

Marketing Commission: John Austin, Helena Novotna, Yuri Alkalay

- A. Prepare the ESF Marketing plan and strategy
- B. Sponsorship and Fund Raising strategies
- C. Working on sponsorships (i.e. name sponsoring for ESF Tournaments)

Merchandise Committee: Yuri Alkalay

- A. Working on ESF preferred suppliers (i.e. equipment, uniforms);
- B. Prepare merchandising concepts for the ESF

Media Committee and Public Relations: Helena Novotna [Communications Director]

- A. Develop Media and PR Strategies
- B. Responsible for Press releases ;
- C. Responsible for website contents;
- D. Preparing the monthly ESF newsletter

VICE PRESIDENT - SPECIAL PROJECTS



Petra Arends

JOB DESCRIPTION

- Responsible for Special Projects

WORKING PLAN

- Deals with special assignments requested by the President or Secretary General ;
- Prepare conceptual plan for different projects in coordination with the different Commissions.

Member of Media Commission

- Assist in the production of the Media strategy and plan

Member of Disciplinary Commission

- Full sitting member of the Disciplinary Commission dealing with instances when needed.
- Assist in the drafting of the ESF Disciplinary Code [with Legal Commission]

VICE PRESIDENT - ATHLETES COMMISSION



Daniela Castellani

JOB DESCRIPTION

- Responsible for all athlete related issues including representation of views from the Athlete perspective
- Establishing the Athlete Network

WORKING PLAN

- A. Create an athlete's net.
- B. Receive from the Member Federations one adult athlete (over 18 years old) female or male who can communicate in English (specially written) . This will give a maximum of 33 athletes if all federations nominate one.
- C. Athletes should contribute to gather information from athletes in their own country, not from their federation but needs to have authorization from the Federation.
- D. Create a small working group with 1 athlete per region (as defined in development) out of those 33 athletes.
- E. The commission will make recommendations to the EC.

VICE PRESIDENT - OPERATIONS



Mette Nissen-Jakobsen

JOB DESCRIPTION

- Responsible for the implementation of the EC objectives based on all VP programs, plans and budgets by way of coordinating, assisting, consulting and tracking all work to be reported to the President and the EC;
- Coordinate between the Commissions along with the Secretary General;
- Prepare with the SG, organizational structures to ensure unity and separation of duties and responsibilities within the legal framework of the ESF

WORKING PLAN

- A. Operational Task documents for the EC
- B. Assisting the various VP's in establishing long-range objectives and specifying the strategies and actions to achieve them.
- C. Developing constructive and cooperative working relations with the different Softball Federations and enhancing relationships between the EC and these Federations
- D. Provide input and advice on changes along with the Secretary General on all aspects regarding policies, procedures, statutes and regulations issues.
- E. Provide assistance to the EC to ensure adherence to quality standards, deadlines, and proper procedures, correcting errors or problems.
- F. Assist in increasing efficiency within the framework of the ESF.
- G. Along with the SG Develop EC procedural manual.

COMPETITIONS AND TECHNICAL DIRECTOR



Mike Jennings

JOB DESCRIPTION

- Responsible for all Technical and Competition issues including the preparations for all inspections, tournament assignments, development of competitions for all events and categories of softball;
- Responsible for all Committees below;

Technical Committee

ESF Technical Director: Mike Jennings Members chosen by EC

- A. Organize ESF European TC/UIC meeting every two years
- B. Improve communication among TC members;
- C. Continued enhancement of the Handbook for ESF Technical Commissioners, including the addition of improved procedural checklists;
- D. Prepare more efficient procedures with the ESF's player eligibility regulations;

Umpires Committee:

UiC Development and Education: Carolien Stadhouders

- A. Preparation of Umpire development program
- B. Pro-active involvement in facilitating umpire training at the national, regional levels and international;
- C. Development of procedures for re-certification of ESF umpires and re-certification of ESF umpires, to encourage improvement
- D. Umpiring Clinics in cooperation with development in all disciplines;



COMPETITIONS AND TECHNICAL DIRECTOR

Umpires Committee:

UiC Assignments: Pavel Prachar

- A. Umpiring Scheduling and Assignments;
- B. Umpire evaluations in cooperation with UiC D&E
- C. For ESF competitions, continued emphasis on the appointment of Assistant Umpire in Chiefs;

Competitions Committee:

Chair: Cornelia Chwojka

Assistant Chair: Jens Terkelsen

Other Members chosen by EC

- A. Responsibility of providing ideas on developing competitions and the running of the competitions;
- B. Scheduling; Register and all Formality duties;
- C. Recommend updates of Addendum to ESF Rules and Regulations;

Scorekeeper Committee:

Co Chairs: Dennis Duin, Marco Battistella

- A. Scorekeeper Scheduling;
- B. Scorekeeper Clinics;

Protest Committee:

Chair: TBD

- A. Enforce Rules and Regulations of ESF



EXTRA COMMISSIONS/APPOINTMENTS

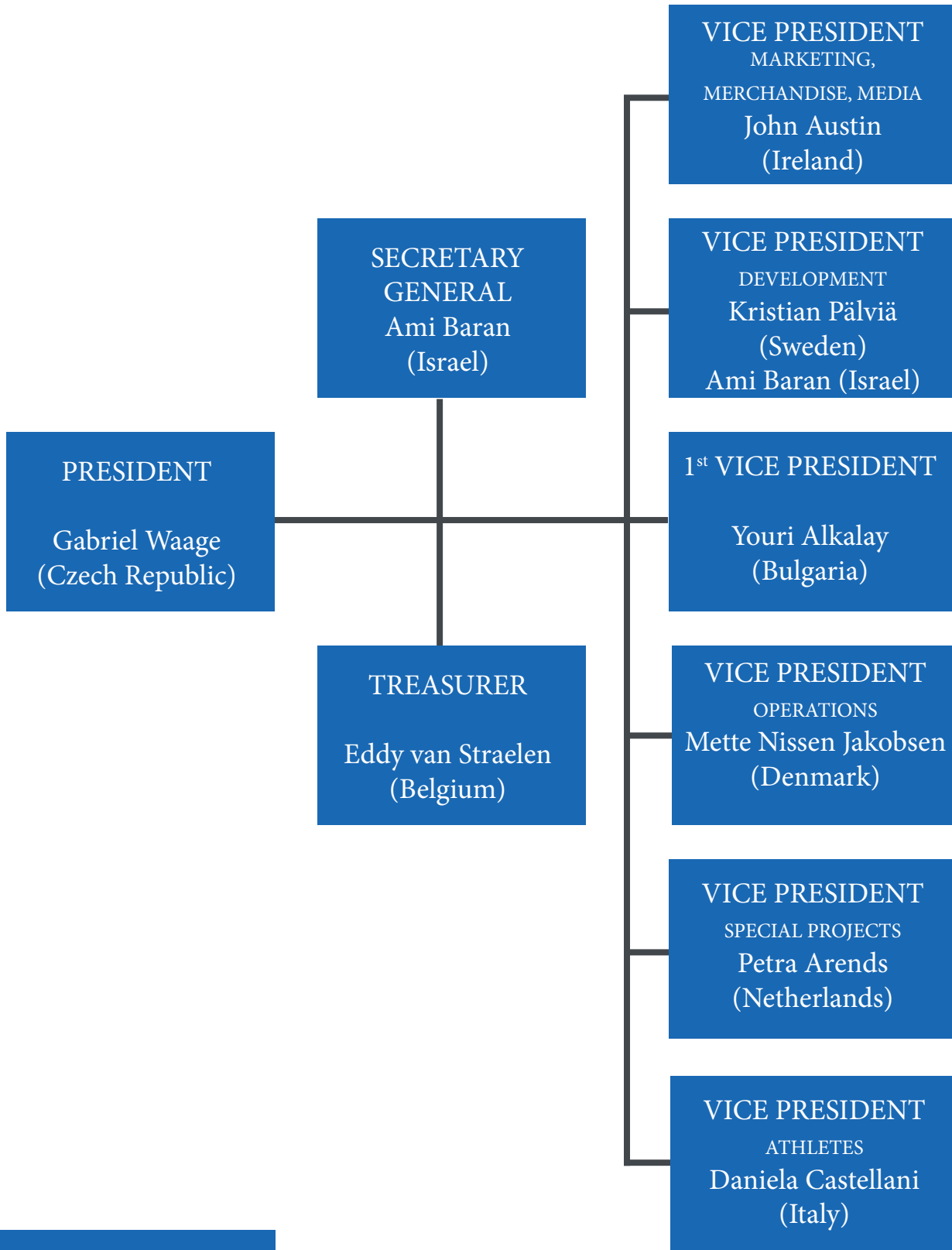
Medical and Anti-doping

Chair: TBD

- A. Prepare medical and anti-doping procedures that will conform with International standards;
- B. Cooperation with the WBSC and WADA
 - a. List and define First Aid needs at European competitions according to well-known organizations such as Red Cross, etc.
 - b. Continue research on articles/publications about softball injuries, prevention on those, etc. If articles are interesting they can be bought and shared with member federations.
- C. Medical professional attend Congress if needed when commission formed and running.



ORGANIZATION CHART - EXECUTIVE COUNCIL





ORGANIZATION CHART - COMMISSIONS

