

Euro pean Softball Federation Fédération Euro péenne Softball



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DOCUMENTS (2)

VII - APPROVAL BUDGET 2006:

- Budget 2006

Documents for information:

- Report Secretary General
- Report Vice President ALKALAY
- Report Vice President VÁZQUEZ
- Report Vice President VAN ZETTEN
- Report ISF Vice President CUSAK

Other Documents released as soon as or if available

VII - APPROBATION BUDGET 2006:

- Budget 2006

Documents pour information :

- Rapport Secrétaire Général
- Rapport Vice Président ALKALAY
- Rapport Vice Président VÁZQUEZ
- Rapport Vice Président VAN ZETTEN
- Rapport Vice Président ISF CUSAK

Autres Documents fournis dès que ou si disponibles

President's report: 2005 and beyond.

Executive efforts

I would like to start by thanking all the members of the Executive for their efforts during the year. As volunteers with their own jobs to do, plus for some also work done for their National bodies, they then commit valuable time and energy to the ESF. This dedication can result in great pressures, particularly in roles requiring constant effort and statutory deadlines. Patrice fell ill towards the end of 2005 and has been less able than he would like to help prepare for this Congress, one of his major annual responsibilities. Last year we raised the possibility of appointing an Assistant to the Secretary General: our recent experience shows we should have moved more quickly with this idea. We have asked Francesca Fabretto to act in this role *pro tem*, and thank her for her ready agreement to our request.

I am pleased to say that Patrice's health is now improving: we hope to see him back with us in the near future. I also hope that his personal goal of creating a website suitable for the Federation can then be achieved.

Other personal issues have resulted in occasions where the timeliness of Executive efficiency has been compromised, including the preparation of our year-end Reports. I intend to address this challenge during 2006 so that we better balance the demands of the organization with reasonable expectations of each individual.

After a tentative start I also hope that we maximise use of Commission members during the coming year: they are appointed because of their specific experience and skills and we need to take full advantage of their input.

Individual activities and achievements of each VP will be described by their own reports, and open to review and questions at Congress.

Olympic issues.

We are with in days of discovering how successful we have been in pursuing the return of Softball to the Olympic Programme in London 2012. (If unsuccessful, we have another opportunity post-Beijing.)

I would like to commend all those Federations and individuals who have made every effort and grasped every opportunity to exert effective pressure through their IOC members and NOCs. Any success we achieve will be due to their consistent hard work. I hope that every Federation can share in that success: I fear however that a lack of commitment by some may have reduced our chances to celebrate.

If unsuccessful, we will have to implement new coping policies at the ISF level which would inevitably have an effect on Continental groups and individual Federations. I hope to spend time at Congress discussing these issues with Delegates as we need a common understanding of what the future may hold.

ISF

Kaohsiung elected two new Vice Presidents for Europe from 2005 through 2009. Past VPs were Pavel Prachar, who resigned during his term to take up the ESF / ISF Development Facilitator role, and Ramaz Goglidze of Georgia. We thank them for their service on the ISF on behalf of the European Softball community.

Having been appointed to Pavel's vacant post I am now an elected VP, as is Jelena Cusak (nee Tomic) of Croatia, who had served on the Executive as an appointed Member. We await other

European appointments as Members-at-large or special roles by announcement from President Porter.

Europe was not alone in requiring multiple ballots to finalise their elections, but no other Continental group needed five!

Important issues debated included restricting accreditation of Delegates to Congress, which was not pursued, but the proposal to require national Federations to separate their Softball activity from Baseball was adopted, to the considerable concern of many European bodies. We have more 'joint' Federations than elsewhere, and dividing many of them seems an impossible task. Italy and France in particular articulated the difficulties we face, and received an assurance from President Porter that the ISF was sympathetic to such circumstances, and that no Federation would be required to comply with impossible deadlines.

This debate, and the voting rules which require every Federation to vote for VPs from other Continents, convinces me that we must concentrate on putting the 'European' case to others in the International Community, and work with those who are of like mind. Jelena and I (and any additional ISF appointees from Europe) will discuss future strategies with the Executive.

I intend that the co-operative contract between ESF and ISF, now used as a preferred model by other Regional groupings, be continued so as to maximize the benefit we can achieve from the process. European Development is better achieved through a coordinated effort than through 34 separate programmes individually negotiated.

Activities in Europe: Each VP has reported on their area of responsibility, so I want only to mention a few issues.

Tournaments and Technical

We had a full season of competitions, all taking place as planned, but with more withdrawals by individual teams than in the past. Cost was often quoted as the reason, and certainly air travel is becoming more expensive, so we must take more account of these challenges, which impact some countries more than others. Totoni has built a list of new members for the Tournaments Commission which now meets for the first time.

Congratulations to Bob, Marlies, and all the TC for doing an excellent job on raising the standard of our officiating: a highlight this year was qualifying eight full ISF umpires at a Clinic in Frankfurt, the last run by Henry Pollard before he retired from the ISF staff.

A sincere 'thank you' to the organisers, umpires and local Technical Commission members who worked on ESF event during the season. These volunteers give up their vacations to help players realize their playing ambitions. We acknowledge the value that they, and the Federations who nominated them, added to the success of the ESF in 2005. Wim Drullman, who as a TC member at the Prague Women's Championship suffered a heart attack, deserves our special thanks and good wishes. We hope his recovery is now complete.

Development

Activity initiated by our development Facilitator, acting also as a conduit of equipment and services from the ISF, continued throughout the year. Our challenge is to maximize value from these activities, and invest in projects which give measurable benefits to a whole range of ESF Federations – and all our needs are different!

Gabriel and Youri, with the Development Commission, are building on 2005 by delivering a programme designed to fulfill defined objectives in terms of growing the numbers who play our sport and improving the quality of the sport we play.

Communications / Marketing

At last we have a sponsor again, due to Ruud's good efforts! Game balls are being supplied by Covee, to whom our thanks. We will be pleased to give them appropriate acknowledgement at all European competitions for the next few seasons. The search for other support continues.

Ruud was also responsible for a newsletter which launched during 2005 and has initiated contacts with EU Commission Sports structures to keep us in touch with developments, and potential funding for projects.

Finance

Fredy has put in many hours running our accounts and the results plus Budget 2006 are for examination and discussion at Sofia. We are reporting a profit for the year and intend to maintain a policy of managing reserves and generating sufficient surplus to allow us to invest the required resources in our future.

Human Resources

Chiqui has collected various resources designed to help us take care of our athletes' health and safety. This year we have appointed a Head for the Medical Commission, within her domain, and we hope to be able to welcome him in Sofia.

Joint concerns between Technical and HR Commissions were highlighted by the potentially fatal incident at the Men's Championships, Nijmegen. Luckily the player was well looked after and has since recovered, but it was a severe injury and we must do all we can to protect our players from the potential consequences of our sport.

Conclusion

I cannot list everyone who has helped the ESF this year, or all those who have shown me such kind hospitality on my visits to many Competitions and events, but I would like to close with a final 'thank you' to a few Federations who have made particular contributions:

Netherlands welcomed the Executive Committee during their Summer meeting, held during their hosting of the Baseball World Championship.

GB helped a dozen countries create their own petition websites in support of efforts to re-enter the Olympic Programme by London 2012.

Czech has made a great contribution to our distribution network by centrally administering and delivering all Umpire kit and Competition supplies from Prague.

Italy have responded to our present administrative difficulties by encouraging Francesca Fabretto to help us, with back-up from their central administration, and by offering to host the Executive meeting November 2006 at their Tirrenia Training complex.

I will be happy to answer any questions you may have at Sofia: have a safe journey there.

Mike Jennings

President, ESF



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SECRETARY GENERAL REPORT 2005

GENERAL SITUATION: AN "ANNUS FRUSTRARIS"

We often have the feeling at each year's end, when preparing our annual Report, that we could take entire parts of our previous writings and make a new Report only with such "chosen pieces", so repeating are the problems, so recurring are the situations, and so great seem to be the inertia and impossibility to have things changed, moved, or even done ...

We are very sorry if we do not share the satisfaction that some will surely express, but this year will have been for the ESF Headquarters and Secretariat General, one of the most disappointing and frustrating in our – now quite significant – experience of the management of the ESF.

After the general elections in PRAGUE in early 2005 our very first priorities, as defined in our last year's Report, were very clear :

- To implement the New Web Site and all on line documentation and information
- To finalize the re-writing of the Regulations in accordance with the modernized procedures

One year latter, all is still to be done ...

WEB SITE: AN "ANNUS HORRIBILIS"

In our 2004 Report we wrote: "our Web Responsible could not in 2004 implement the new hosting with highly extended capacity and traffic allowance. However, this should be ready for this year's Congress and the first online application should be presented to the Federations on this occasion".

The ESF Web Responsible was present in the Prague's Congress in February 2005, spent time with the affiliated Federations to make presentations of the applications in progress, and collected directory information. We delegated the management of our .com domain to the Web Responsible so he could arrange a new hosting. In a word, all was for the best in the best of all possible worlds. Until April 2005, it was "just a question of days" before everything was implemented – then nothing – no more news – then in mid-June a message to the ESF President stating " There is no way (to) get the website up and running in the near future ... truly sorry ..." in addition, we were notified that our .com domain was blocked as " the previous host is gone bankrupt so it's going to be even harder to transfer the domain (if that is possible)"

So in July 2005, at the start of the Competitions season, we found ourselves in the situation where we had none of the expected Web applications, no back-up solution, and moreover our europeansoftball.com domain "frozen and locked" !!!

We started to work out the possible replacement solutions after the end of the Competitions season. After a lot of researches, steps and contacts through the registrars' nebula and the mysteries of ICANN we succeeded in re-gaining control of the .com domain

So we are today back at the same stage as two years ago. We have started contacts with possible future new Web Developers, we have now to formalize this.

LEGAL COMMISSION

The most important part of the Legal Commission's activities for 2005 was supposed to be the re-writing of the Administration Regulations based on the new Web Applications procedures. For the reasons explained above, nothing has been done in this area.

The Legal Commission has nevertheless not been inactive, as it has elaborated the projects of Contract for the Development Facilitator and its Codicils, the project of Contract for Sponsorship, and has issued various consultations and advices on legal matters submitted by the ESF Officers or affiliated Federations.

ADMINISTRATION

The situation as depicted in the previous years does not improve, on the contrary we assist now to the development of "parallel" information circuits, which seem to have their own existence ...

While we, for each important due date and event, remind well in advance to all affiliated Federations the regulations and administrative procedures, we are sometimes very surprised that some Members totally ignore this, and work through their own "privileged" circuits, and this even with ESF Officers and Commissions.

The consequence, instead of making things easier, is just to create confusion and chaos, and generate opposite results than expected ...

We once more remind everyone that our administrative procedures are not designed to importune Members, but to guarantee that all these processes are made the most efficiently possible and in conformity with the Legal requirements and the Statutes and Regulations of the ESF.

SECRETARIAT GENERAL BUDGET

Hereafter the 2005 expenses for the Headquarters and the 2006 budget, together with the evolution of the expenses of the Secretariat General since 2001.

As stated each year, these figures differ from them given in the Financial Report of the Treasurer, as the expenses hereafter represent the real expenses of the Headquarters and of the Secretariat General only.

In addition, for this year, for technical reasons some of the operating expenses of the Headquarters have been invoiced after the closing of the year while they occurred earlier. So these expenses are in the "accounts payable" section and not in the "Headquarters" section.

The 2005 expenses have been kept well under control, and we made significant savings compared to the budget. The operating costs have been reduced by 22.8 %, and the total

costs by 11.4 %. This is explained by the reduction of printing and postage costs, as all our mailings to Members are now effected electronically (email). As a counterpart, we have more internet costs and this line is going to increase when, hopefully, the new applications will be implemented.

HQ BUDGET 2005 - 2006

	2005 budget	2005 realized	2005 balance	2006 budget
Operating Costs				
Telephone and Fax	1 200,00	1 117,13	-82,87	1 200,00
Postage	400,00	74,93	-325,07	150,00
Office Supplies	700,00	418,41	-281,59	600,00
Computer System		133,68	133,68	300,00
Printing and Copying	300,00	0,00	-300,00	150,00
Internet Fees	700,00	800,96	100,96	1 000,00
S/Total Operating Costs	3 300,00	2 545,11	-754,89	3 400,00
Outstanding Costs				
Fax (replacement)		120,49	120,49	
Computer System	900,00	1 051,80	151,80	600,00
S/Total Outstanding Costs	900,00	1 172,29	272,29	600,00
Total Costs	4 200,00	3 717,40	-482,60	4 000,00

HQ EXPENSES 2001 – 2005

	2001	2002	2003	2004	2005
	realized	realized	realized	realized	realized
Operating Costs					
Telephone and Fax	1 241,13	1 538,92	1 592,85	1 540,08	1 117,13
Postage	586,93	473,58	489,15	544,10	74,93
Office Supplies	801,50	1 042,63	904,64	590,65	418,41
Computer System					133,68
Printing and Copying	55,49	302,39	374,14	354,14	0,00
Internet Fees	262,14	284,55	305,18	247,55	800,96
S/Total Operating Costs	2 947,19	3 642,07	3 665,96	3 276,52	2 545,11
Outstanding Costs					
Official Paper	304,49				
Reparing Copier	352,51				
Fax (replacement)					120,49
Computer System	1 449,64	570,20		1 558,90	1 051,80
S/Total Outstanding Costs	2 106,64	570,20	0,00	1 558,90	1 172,29
Total Costs	5 053,83	4 212,27	3 665,96	4 835,42	3 717,40

Patrice BIENFAIT Secretary General ESF

Report of European Softball Facilitator

to

ESF Congress

Sofia, Bulgaria, February 2006

This Report is divided into five chapters:

- 1. History of EDF position
- 2. Strategy of work
- 3. Past Year How it Works
- 4. General Remarks
- 5. Plans
- 6. Appendix Development Plan 2005-2008 and Equipment Info

Chapter 1 – History of EDF Position

During olympic year 2004 there were several discussion about the development in Europe. These finally led to attempt to create new position within the continent – European Development Facilitator. ESF (European Softball Federation) and ISF (International Softball Federation) have reached the agreement about joint financing and cooperation in supervising of the position. Than ISF Development Director Cindy Bristow and ESF President Mike Jennings with the input of some other people involved in european development (M.Romeo, B.Fromer, P.Prachar) have written the document called **Objectives, Procedures and Strategy**, which became the base for job description and also for plans for next few years.

I was chosen for the job and staretd to work from October 2004.

Chapter 2 – Strategy of Work

Initial State – Where we are

Numbers

According to the statistics done by Massimo Romeo and Patrice Bienfait we had 44044 players in all categories two years ago. My information from countries not counted in that time (Malta, Serbia and Montenegro, Turkey, Slovenia, Poland, Moldova, Jersey, Estonia) says these new are representing few hundred new players, very maximum seems to be 1000.

So I believe we can consider **45000 in 2005** as a good base for any planning regarding increase of numbers.

Level of Play

There are generally three leves of play in Europe, so we can divide countries into three groups by approximately 10-15 countries:

Top Level	just few steps from the top world level, but still not there. They have knowledge, fields, equipment and coaches	Italy, Netherlands, Czech Republic, Greece, Great Britain, Germany, Russia, Spain, Sweden, Belgium, Slovakia, Austria
Middle Level	they have competition, some international experience, not enough fields, equipment, not enough administrators, lack of coaches and knowledge:	Croatia, Switzerland, Denmark, France, Ukraine, Poland, Israel, Bulgaria, Guernsey, Hungary, Ireland, Jersey
Low (or no) level	just started their program, mostly no competition, no coaches, fields etc.	Finland, Armenia, Georgia, Romania, San Marino, Slovenia, Moldova, Norway, Malta, Portugal, Turkey, Belarus, Serbia and Montenegro, Azerbaidjan, Cyprus, Belarus.

Level 1 needs the help in area of elite softball, help to lift to the world level (ICC clinic, Players Clinics)

Levels 2 and 3 are what we call "Priority Countries" – they need help in almost all areas, but mainly we can help them with clinics (coaches, umpires and administrators), promotional stuff, equipment and dvelopment programmes. These countries are where the DC ESF is currently focused on.

Weaknesses

There are four major weaknesses of our sport comparing to some other olympic sports in Europe.

- 1. Relatively small numbers. Softball is small sport in many countries in Europe, with no real base of players in different categories and with no or not good enough structure of the competitions. This results in lack of spectators and media interest and any promotion within the country. Everything is based on work of few real enthusiasts. Softball is also considered in many european countries as a sport just for women, which makes it considered always second behind baseball even by officials leading national federations associations. This "Little Baseball's Sister" perspective effects negatively support, financing and even look on the sport in schools, clubs or media.
- 2. One Gender Sport (Combined "two sports" federations/associations) fact, that softball is not played by men in many countries in Europe slows down its development. Whether we like it or not, in general men attract much more attention in most of the countries in sports. In the coutries where they do have combined federation/association they are giving up this attention in favour of baseball. Development is also slower since in many places it is easier to get men or boys to sports and build the solid base of the sport from which than women and girls profit as well. Clubs with both sexes are more stable. Men and women share the same field, most of equipment and help each other.
- 3. **Fields and Equipment** one of the major problems of many beggining countries. Fields and equipment are very specific, cannot be shared with other sports. This make softball expensive and restricts or slows down development of the game.
- 4. **International competition** is not strong enough in two ways firstly the level of elite softball in Europe is still a bit lower than top world teams (from North America, Asia or Oceania). Secondly (as also mentioned in IOC Programme Commission Report) only approximately 50% of ESF (or ISF) affiliated

federations/associations send their national teams to international competition such as European Championships or European Cups or Cup Winners Cups.

Goals - Where we head

Development goals are based on above mentioned and are quite simple:

- 1. To increase numbers
- 2. To increase level
- 3. To grow international competition

Development plans – How to do it

Based on document Objectives, Procedures and Strategy, current initial state of European Softball, discussions with ISF and ESF Development Commission members and other officers from both organizations, ESF Development chairman Gabriel Waage have created the Development Plan for next four years 2005-2008. This plan designs the main areas where we can help to develop the sport within continent, sets priorities and offers following more detailed programs:

- 1. Coaches, Players and Administrators Clinics/Camps
- 2. Promotional Materials
- 3. Equipment
- 4. Youth Program (especially school program)
- 5. Men's and Boy's Program
- 6. Slowpitch Program
- 7. Use of Athen's Facilities

This document **ESF Development Plan 2005-2008** is added as an **Appendix** to this report.

Chapter 3 - Past Year – How it works

The first year

At the begginig I have set the **office** with no additional cost, it is in my house, equiped with basic office equipment such as computer, printer, copier, fax, internet connection etc. Neccesary administration expenses are covered together with travel expenses from special limited budget which cannot exceed USD 5000 for a year.

Monitoring

Is done through the system of monthly reports sent to President of European Softball Federation, Chairman of ESF Development Commission and ISF Director of Development. I also make quarterly (three months period) reports for ESF Executive Council and Federations/Association. Since ESF Development Chairman Mr. Gabriel Waage is from the same country, we also meet regularly, at least once a month, to check and discuss what has been done and what should be done next.

Communication

One of the very important parts of my work. Most it is done by electronic mail or fax if necessary. To make it easier I have created Development Website with the address www.softballdevelopment.com which serves for publishing news, reports, plans, forms, photos etc. from different development or other softball events.



One of the newver initiatives of Development Commission is to make a list of all tournaments in Europe. This list is apparently missing since we have so far only official ESF tournaments listed on ESF Official Website. This new list of all the tournaments should serve to all those who can travel with their team in any age category to find the competition which will certainly help in many places with no borders restrictions to develop their game, share experience and help each other. The list is newly on this Development Website and will be very appreciated to get any information to add from any countries or tournament organizers.

Cooperation with ESF/ISF

Cooperation with both organizations is very good. Most of my communications was done to following persons:

ESF: Mr Mike Jennings - ESF President

Mr Gabriel Waage - ESF Development Commission Chairman

ISF: Mr Don Porter - ISF President

Mr Dale McMann - ISF Development Commission Chairman

Ms Cindy Bristow - ISF Director of Development, resigned last year

Communication and cooperation with all these officials was excelent, slight problem came after resignation of Cindy Bristow – we are waiting for new appointed development director in ISF office. The communication and cooperation between ESF and ISF officers including myself was never better. This fact makes this difficult job (development) much easier in many aspects.

During the ISF Congress in October 2005 in Kaohsiung, Taiwan, we have presented our report to ISF Development Commission. This report and the way we do our development in Europe including this new project of EDF was highly appreciated not only by ISF officials, but also by the delegates from all over the world. We were asked to give many details and particular plans and events to single federations but especially to other continental federations who want to use the same or similar system how to help development within their continents. We are only one of two continents (the other is Oceania with similar way – also officer supported partly by

ISF) who has this kind of developed long term programme. Especially Asia and Latin America were very much interested and were given all our experience and documents.

Database

The communication through national federations/associations is not always perfect, therefore I am working on my own database of contacts, people involved in development, coaches or umpires, or just enthusiast in that particular country or region. In the same time I fill this database regularly with all the information which could be usefull for better picture about the country and would help to find out the best way to develop the sport in thet particular place.

Priorities

Development Commission has set so-called Priority Countries, which are the countries less or not developed in our sport. It is either country they have never had this kind of sport or (and that is more often) they do have some baseball, but no or very small softball. In Europe this is mostly countries in the east and north of the continent like Hungary, Romania, Bulgaria, Ukraine or Norway, Finland, Sweden, Estonia atc. These countries are offered to help to make their development plans and programs, they are the main target for organizinig the local clinics.

Development Programs

- 1. Clinics there are two types of the clinics we offer: Local clinics and International clinics.
 - a. Local clinics we have list of experienced coaches from the continent and we can send them to the country where they need to have a clinic. The local association takes care of all stay (accommodation and meals) and we can pay the travel (thanks to help of ISF), which is not expensive when it stays within the Europe. We can do either coaches clinics, or combined with umpiring or even coaching, umpiring and administration in one clinic for beggining countries. We had them in Poland, Finland, Malta, Guernsey and Bulgaria this year, we plan more at the end of the year after season is finished in most othe countries.
 - A. **Poland** clinic led by Australian coach Mike Stapleton, around 20 coaches in Miejska Gorka, south-western Poland. Poland is very positive, they are coming back after the years, we plan another follow-up clinic in early April 2006.
 - B. **Finland** very new softball country, clinic was more like camp, led by EDF Pavel Prachar and helped them to form the first national team and attend European Championship in Prague.
 - C. **Malta** another new softball country, first clinic for youth was led by Stan Doney from New Zealand sent by Danish Federation.
 - D. **Guernsey** clinic done by one of the best and most experienced coaches in Europe, Craig Montvidas from

- Holland. Guernsey is traditional softball country in Europe, but not very active recently. Now they come back, want to follow-up with courses and development.
- E. **Bulgaria** one of the most active country in last few years, clinic was combined umpiring and coaching, held in Sofia and led by EDF Pavel Prachar. They plan another for 2006 either themselves or together with other balkan countries
- b. **International clinics** another kind of the clinic, we arrange certain type of the clinic in some place and invite as many as we can to come and participate. We have three in 2005 very successfull:
 - A. **Pitching Clinic** during the European Championship Women in August led by Michael Bastian (USA) and Vladimir Suss (CZ). There were 34 players and coaches (both men and women, boys and girls). It showed that idea of organizing these events during the major european tournamnets works well and should carried on for the future.
 - B. Players Clinic with US olympic gold medailists Stacey Nuveman and Jessica Mendoza in Prague, Czech Republic in September.. Both were great clinicians and very nice people. Unfortunately there were not many attendants from abroad. But finally we had more than 50 players and coaches and clinic was very succesfull.
 - C. International Coaching College in December in Prague based on agreement between ISF and NFCA. One of the first three (Plant City, Prague and Kuala Lumpur). The top level clinic could be called "Event of the Year". 40 National Team or top coaches from 17 countries were given great amount of quality information from areas of Offensive and Deffensive Strategy and Hitting. Three instructors Linda Wells, Sharon Drysdale and John Tschida were excelent and hopefully this international programme will continue.

2. Promotional and Educational Materials – we try both:

- a. Distribute avilable from ISF like "What is Softball", "Softball in Schools" or "Field Manual", later "Wheelchair Softball" or "Indoor Softball", videos Coaching FP or Beggining and Advanced Pitching from Cindy Bristow and ISF.
- b. Making our own like DVDs with some top games (most of the people in Europe have never seen top world softball), Pitching videos or PowerPoint Presentation with photos which could be used especially in schools to introduce the game and its aspects. These sets of CD and DVD videos were so far distributed to the most of the ESF afiliated federations/associations. The latest new video available is "Top World Pitching". This video shows some top world male pitchers throwing different pitches from different angles, in normal and also slo-motion.

- 3. Equipment equipment program is on already three years and it has great impact on softball in Europe. This program is mainly coordinated straight from ISF office. But we consult equipment donation with ISF office and also plan to make a storage in Europe which will help in two ways - it will be cheaper to send at once and than distributed there rather than sending small amounts to different places. Secondly it would be much easier for us to contact the people and get equipment quickly to their countries. Equipment programme is one of the most helpfull steps towards development, for countries which are not economically strong or softball is not supported financially too much by local authorities it is absolutely vital. According ISF Development Commission information presented to ISF Congress 2005 in Kaohsiung, Taiwan, total amount in value of sent equipment since the program started in 2002 was 1,4 million USD, when Europe has recieved almost half of it, 663,435 USD. With one or two exceptions all european federations/associations have recieved some equipment during these last three years. More information about equipment programme see in **Appendix** of this report
- **4. Youth Program** we are focused especially on school programs because we belive this is the easiest way to introduce softball to youth. We help associations/federations to make a plan which includes clinics and seminars for physical education teachers, getting ISF equipment kits, giving them promotional stuff to show the game, advice how to contact local authorities to help.
- 5. Men's and boy's program lot of people in Europe still sees softball as a "baseball for women". Therefore bigg part of our efforts wherever we go, is to support the boys and mens program not only to make it equal. We do belive that growing boys and girls together within the schools and clubs in softball helps the development much more than considering baseball and softball as one sport. We have prepared some proposals for ESF Competition Rules changes (Pick-up Rule) which will help to grow numbers of mens teams participating in ESF tournaments, we plan the new competition European Challenge Tournament and we support all the youth tournaments for boys.
- **6. Slow-pitch** part of our seminars and clinics is also Slow-pitch program which we hope will bring more people to the game within the countries. We also closely cooperate with Bob Fromer (GB) to help him to promote SP and distribute his promotional stuff.

Chapter 4 - General Remarks

After an experimental year I like to say that the program works well, we have done in development and promotion much more than ever before and I believe we are on the right track. I like to thank both ESF and ISF officers for excellent help, support and cooperation in this new program.

There is no doubt we could do more especially with better cooperation with local federationas/associations. Sometimes I have an impression we push federations istead they would push us. It is impossible to force anybody or any organization to develop itself. The federations/associations are expected to ask for particular help, to make their own plans and than we can look for the ways how to help it. This applies

especially with the countries where they do not have softball on a good level. Or they have some baseball and want to add softball as well, or they just want to start softball and need help. The communication should be improved, we are open to any request for any kind of help. Also, we believe that we could give more informations if ESF would link our Development Website (where is already a lot of useful informations, news and documents) from Official ESF one. After softball was excluded from Olympic Games in London 2012 it is even more important to find the ways how to help development of the sport who has not much tradition and good conditions in our continent.

Achievements

When asked of achievements or percentage improval, it is necessary to say that in a field of development is always difficult to take any exact measurements. But based on Initial State and Goals from above I am sure we can say that during the first year:

- There was the first time in history of ESF that there was some planned, coordinated and executed effort of development (with an exception of Mr M.Romeo's Youth Tournament in 2004 in Italy supported financially by ESF Development Commission).
- Importance of ESF/ISF good relationship (probably best ever) is very obvious

 financing of the part of the programme, equipment donation, International
 Coaches College, help with instructors to various types of clinics.
- ESF Development Commission can now help with any clinic, course, or development programme in any country.
- Development website serves as a important information tool. First time ever serious attempt to map all events in Europe.
- There are at least two new countries really involved in softball movement (which means they do play) – Malta and Finland and at least other two who are coming back – Poland and Guernsey.
- Numbers of teams participating in official ESF tournaments are growing:
 Highest number ever (20) in last Euro Championship Women, slowly growing numbers in Euro Championship Men and Boys.
- ESF spents only around 7,000 Euros a year for the whole Development programme. Whatever adjustments or personal changes could be done in this programme, there is no doubt that spending of this amount is worth in an attempt to progress development of this sport in Europe.

Chapter 5 - Plans for 2006

Plans for coming year will be based on long term Development Plan 2005-2008 and will be discussed within Development Commission after EC Meeting in Frankfurt and its recommendations.

DC and EDF plans to focus again on Local and International clinics, Promotional and Educational Materials and its accessibility, helping "Priority Countries". We are in the process of planning and setting the off-season clinics (mostly local):

• First are set in Croatia (this one is supposed to be arranged for more balkan countries (Serbia and Montenegro, Slovenia, Hungary, Bulgaria) in February 2006, others are planned before season in Poland, Turkey, Malta,

- We also plan 3-4 summer camps in different places in Europe for youth. The first is supposed to be in Chocen, Czech republic for Danish and Czech Youth players, both boys and girls in April.
- We want to coordinate **Equipment Programme** by building the storage here in Europe. It was discussed with ISF and seems to be on the way.
- New is the idea to organize **Men's World Cup** in Europe in 2007 with the help of International Softball Federation.

Generally all of the items from the Development plan is to be followed like last year and besides Development Commission is expected to bring new ideas or adjustments to current state and development programme

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2005 Equipment SHIPPED

Updated: December 31, 2005

			STARTER KIT		
COUNTRY/REGION	EQUIPMENT	INTENDED USE	INCOME	SHIPPED	VALUE
EUROPE					
Denmark	80 starter kits, 50 cleats	school program	\$9 600,00	6/17/2005, 7/28	101 520,00
	16 starter kits (8 adult /				
Finland	8 youth)	school program		7.18	20 304,00
Great Britain	12 starter kits				15 228,00
Greece	4 Starter Kits	Womens National Teams		3.4	5 076,00
Gurensey	4 Starter Kits		\$600,00		5 076,00
	10 starter kits, 34				
Georgia	cleats, 40 t-shirts	Schools Program		8.1	15 190,00
	3 starter kits, umpire				
Israel	uniforms, shoes	Schools Program U10 Girls		4.7	3 807,00
Malta	5 youth starter kits	school program	\$750,00	9.29	6 345,00
Netherlands	10 Youth Starter Kits	Schools Program	\$1 500,00	8.8	12 690,00
Norway	16 starter kits		\$2 400,00		20 304,00
Russia	10 starter kits				12 690,00
	Safety Bases, 24				
Slovenia	gloves, 6 safety masks	Sea-Side Clinic/Camp		8.111	1 486,00
	6 stater kits, 26 dz balls,				
	5 sets uniforms, 24 pr				
Spain	cleats, 25 batting gloves	tournament			10 464,00
	26 Gloves, 5 Dz Wiffle				
Turkey	Balls	Jr Teams		3.4	1 320,00
Sweden	10 Youth Starter Kits	school program		29.VII	12 690,00

International Softball Federation Summary of Development Activity - ALL REGIONS

Updated: Sept. 29, 2005

	2002 2003		2004		2005		TOTAL TO DATE				
Region	Value of Equipment Shipped	Number of Clinics Held	Value of Equipment Shipped	* Number of Clinics Held	Value of Equipment Shipped	Number of Clinics Held	Value of Equipment Shipped	Number of Clinics Held	Value of Equipment Shipped	Number of Clinics Held	Number of Countries with School Programs
AFRICA	27 519,00	1	41 595,00	3	62 181,00	1	17 080,00	0	148 375,00	5	11
AMERICAS	67 390,00		37 810,00	7	99 782,00		75 234,00		280 216,00		15
ASIA	38 820,00	1	15 228,00	3	62 781,00	4	157 468,00	4	274 297,00	12	8
EUROPE	67 174,00	3	111 430,00	5	240 641,00	9	244 190,00	17	663 435,00	34	25
OCEANIA	5 507,00	0	6 345,00	5	8 669,00	5	1 320,00	5	21 841,00	15	7
TOTALS	\$206 410,00	9	\$212 408,00	23	\$474 054,00	27	\$495 292,00	29	\$1 388 164,00	88	66

* In 2003, the ISF hosted the National Team Coaching Symposium which included national team coaches from all regions.

Overall Strategy

The six following programs offered within the context of the 2005 – 2008 quadrennial ESF Development Plan are structured in a manner that allows the ESF member Federations/Associations to use chosen programs in accordance with their needs. ESF wishes to invest in each ESF member Federations/Associations, because the development of European softball in across all Europe is one of the highest priorities for ESF during upcoming four years. The agreed joint funding of a Development Facilitator role, executed under ESF, emphasizes ESF effort.

Precondition

The essential preconditions for assignment of ESF Development Plan are the needs of federations, which would show the integral picture about all needs. At this basis will be set the priorities of offered programs for the federations or regions including the timescale of the realization.

Description

The programs are structured according the characters offered service and some of them are still separated according the target group. ESF Development Plan will offer following programs:

- Coaches, players and administrators clinics / camps
- Promotional materials
- Equipment
- Youth program (School program, Pre softball, T ball)
- Men's and Boy's program
- Slow pitch program
- Use of Athens facilities

Each offered program is intimately described hereafter.

Realization of the programs

The most important tool is the communication. It means communication by both directions – to and from ESF member Federations/Associations. The special website is absolutely needful for good operation of offered programs. Each ESF member Federation /Association or regions or specific formed groups of

federations are right to ask ESF Development Commission or European Development Facilitator for realization of offered programs.

European Development Facilitator (EDF)

EDF is mandatory to realize each points of ESF Development Plan and actively to reflect all needs of ESF member Federations/Association. EDF principally would have to:

- Understand the development status of all ESF member Federations/Associations and be sensitive and skilful in serving all their needs within the ESF Development Strategy.
- Support grassroots level programs via schools or other basic programs (T-ball, Pre softball) in collaboration with Federations.
- Work with each ESF member Federation to complete the necessary procedures for obtaining ISF and / or ESF clinics.
- Realize the coaches, players and administrators clinics / camps.
- Coordinate all equipment requests and distributions with the ISF and the ESF.
- Actively identify and pursue EC grants to further support our projects. Collaborate with the ESF VP Marketing to identify other sources of development resources.
- Utilize all available media to disseminate information on Development activities throughout the European Softball community and share good practice among all ESF member Federations/Associations. Similarly, spread the awareness of Softball as a sport across Europe, outside our present community.
- Provide quarterly regular reports to the ESF and ISF on the status of development of softball within Europe as a whole and within each country. These reports will include all clinics conducted, including attendees, location, contacts and equipment utilized.

EDF can create the group of experts (coaches, past players, administrators) for realization of the clinics/camps.

EDF strategy would have combined two different functions: **development** and **communication**.

Monitoring and evaluation

The monitoring and follows evaluation is essential point of ESF Development Plan. EDF will prepare the monthly report of all activities according approved format. The monthly report will be sent to Chairman of ESF Development Committee for approve. Monthly report will be sent also to ESF President and ISF Development Director. Quarterly summary of all activities EDF will be present to all members EC ESF and to all affiliated Federations / Associations. Finally the Annual ESF Congress will evaluate the activity on the base of annual report.

Sources

ESF Development Plan 2005 – 2008 is written on the basis following documents and report:

- ESF & ISF Development Facilitator Strategy (Strategy, Objectives of the role, Procedures) approved by EC ESF on 2004.
- 2005 D.C. Plan presented by DC on the ESF Congress in Prague 2005.
- Report from ESF Meetings, Prague, February 3-6, 2005, by Cindy Bristow
- ISF Development Report for Europe 2003, by Cindy Bristow
- ISF Regional VP Activity Report for Europe 2002 2003, by Pavel Prachar
- Softball Development in Europe 2004 2005, based on discussion between ESF and ISF representatives during the EC ESF Meeting in Antwerp 2003
- Men's Fast pitch Development in Europe, Reports from Meeting in Chocen 2003, by Pavel Prachar
- Development Plan 2005, by Bob Fromer
- Steps for creating a Softball Development Plan, by ISF

Gabriel Waage Chair of DC ESF June 2005

Coaches, players and administrators clinics /camps *Programme Guidelines*

Objectives

Offer technical and logistic assistance to ESF member Federation / Association or regions or specific formed groups of federations for realization the clinics / camps for coaches, players and administrators. Two main objectives have this programme – to increase the participants of the softball society and to increase the technical skills of coaches, players and administrators. Regarding those goals the clinics / camps are divided into levels (coaches 3 levels, players and administrators 2 levels)

Beneficiaries

Each ESF member Federation / Association or regions or specific formed groups of federations are right to ask ESF Development Commission or European Development Facilitator for realization of Coaches, players and administrators clinics / camps.

- National Federation / Association.
- Specific formed groups of federations.

Description

This program offers to the ESF member Federation / Association or regions or specific formed groups of federations technical and logical assistance focused on the preparation of coaches, players and administrators.

Level 1:

The main goal of the clinics / camps of level 1 is increasing of the participants of the softball society. Clinics / camps of level 1 is eligible for coaches, players and administrators and can be organized for all together. The beneficiary of those clinics / camps are ESF member Federation / Association or regions or specific formed groups of federations, which does not have the developed structure of softball competitions and where are the big differences in the knowledge of the rightfulness of the softball. The highlight of those clinics / camps is "Introduction of Softball". The clinic / camp would be organized for extended

weekend (3 days) and at least five times per year. The host organization has to guarantee numbers of participants – mostly from close distance – at those events in order for them to be held.

Level 2:

The main goal of the clinics / camps of level 2 is increasing of the technical skills of coaches, players and administrators. Because of specific topics of the clinics / camps would be useful to held its separately for coaches, for players and for administrators. Also would be possible to aim those clinics / camps for specific topics of softball like development of pitchers, offensive skills, defensive skills, regulation of competition etc. The clinic / camp would be organized for 4 – 5 days and at least one time per year. The participants of those clinics / camps are eligible for experienced peoples and the host organization has to guarantee numbers of participants across whole Europe.

Level 3:

The main goal of the clinics / camps of level 3 is achieving of the world-class technical skills of coaches to be competitive to play world level softball. The level 3 clinics can be run for the most experienced level 2 coaches or National Teams coaches. Level 3 clinics will be run with support of ISF by the program NFCA (National Fast pitch Coaching Association), which will start in Europe on autumn 2005. Those clinics can be the ground stones for Organization of European Coaches like the independent component of NFCA.

External Partners

EDF can create the group of external experts or partners (coaches, past players, administrators) for realization of the clinics / camps. Level 3 coaching clinics / camps have to be support by world-class experts with co-operation with ISF Development Director.

Application Procedure

Applicants for using of the programme Coaches, players and administrators clinics / camps have to send their request directly to the EDF. The request has to hold chosen of program including venue, recommended dates and expected participants. EDF with co-operation with host organization will settle all of the things regarding of realization of the requested program.

Promotional materials

Programme Guidelines

Objectives

The main objectives are to offer the promotional materials to all ESF member Federation /Association or regions for using by their advertising and promotional activities.

Beneficiaries

Each ESF member Federation /Association or regions are right to ask ESF Development Commission or European Development Facilitator for realization of promotional materials.

- National Federation / Association.
- All of us

Description

The promotional materials are divided into two specific groups – **educational** and **promotional**.

Educational materials:

The main objectives of the realization of educational materials is to give to the coaches and teachers simple educational materials with the illustrated instructions, "how to do it". This kind of materials would exists in the English version and in only illustrated version without text and it can be ready for download on the development website. In this case will be helpful the cooperation with ISF or other Regional Associations for using already existed educational materials. Other kind of educational materials can exist on the video, CD or DVD.

Promotional materials:

The main goal of the realization of promotional materials is to present and show the softball on the world-class level for the purpose of advertisement. It means to create photo gallery on the development website with the professional photos from several events. Hand to hands with creation of photo gallery on the website will exist the CD with the professional photos in the printed quality. Also in this case will be helpful the co-operation with ISF or with the professional photographers, which are making the high quality photos like Franco Bagattini. Here is opening the possibilities to product « European promotional materials « (like ESF Calendar or illustrated Newsletter...)

External Partners

EDF can co-operate with the external experts or partners with the knowledge of advertisement and realization of visual materials.

Application Procedure

All ESF members (Federations or individuals) can recommend to EDF realization of several kinds of the promotional materials. EDF in co-operation with DC will decide the list of promotional materials, which will be realized during next year. Each year will see light of the day at least three kind of the promotional materials.

Promotional materials 2



Equipment

Programme Guidelines

Objectives

Offer the help to ESF member Federation / Association or regions with covering of needed equipment. The main objective of this programme is to satisfy the requests of National Federation / Association with backup of equipment for the national or local programmes, which goal is extension of members of softball society.

Beneficiaries

Each ESF member Federation /Association or regions are right to ask ESF Development Commission or European Development Facilitator for help with covering of needed equipment.

• National Federation / Association.

Description

This programme offers to the ESF member Federation / Association or regions the help with covering of needed equipment. Prior to realization of this program has to be known the needs of federations and during realization EDF needs to get constant feedback, especially from the priority countries, on what equipment the federations need in order to carry out planned development activities. On the development website EDF should set up a list of equipments requirements by different countries and keep it up to date as requests are met through ISF. The support from ISF is absolutely necessary for realization of this program. In order to reduce shipment expenses and to cut time for delivery will be formed the subsidiary storage in Europe.

Application Procedure

Applicants send their request directly to the EDF. The request has to hold specification of needed equipment and schema of planned development activities. Each National Federation will be satisfied at least one time during next four years.

Equipment 1



Youth program

Programme Guidelines

Objectives

Offer the know haw in the specific topics of Youth program.

Beneficiaries

Each ESF member Federation / Association or regions or specific formed groups of federations or several local authorities are right to ask ESF Development Commission or European Development Facilitator for a help with realization of Youth program.

- National Federation / Association.
- Specific formed groups of federations.
- Specific local authorities.

Description

This program offers the know haw about existed and functional projects of Youth program in the following categories: **School Program**, **Pre Softball** and **Tee Ball**. All three kinds of programs can complement and specific features, especially with the process of simplification can be penetrated.

School Program:

The main goal of this program is the introduction of the softball like good opportunity for the school lecture of physical education. The main necessity of success of this program is finding the group of opened teachers of physical education.

Pre Softball:

The teams are composed from boys and girls (co-ed). The age of kids is between 6 and 9 years. The used ball will be smaller (since 9" until 11") with soft core. The difference is that the pitcher will be manager or coach of the offence team, because young people will have the problem with right pitching and they have to

Youth program 1

believe to the pitcher. The pitcher will stand half way between home plate and the mound and throw the ball to his pitcher.

Tee Ball:

Tee Ball is similar like Pre Softball, but only difference is hitting. Hitting is realized from Tee and the role of the pitcher is cancelled. The defensive players can stand no less than 10 meters from home plate and bunts is prohibited. This kind of the game is very enthusiastic, because every time is anything happening and also it is good for development of hitting, because the ball does not move.

External Partners

EDF will co-ordinate the constitution of the group of external experts or partners (teachers, members of local authorities or directors of national youth program, who have the experiences with those topics) for preparation of using existed and functional projects of development of youth.

Application Procedure

The group of external experts under control of EDF with co-operation with DC prepare and describe existed models of youth program, how is realized in several countries with step-by-step project. Those projects will be published on the development website.

Youth program 2



Men's and Boy's program

Programme Guidelines

Objectives

The objectives of the Men's and Boy's program are to stabilize and increase the number of the ESF member Federation / Association, where is playing men's fast pitch and to increase the level of men's fast pitch.

Beneficiaries

Each ESF member Federation / Association or regions or Clubs can participate on the Men's and Boy's program on the National or Club level.

- National Federation / Association.
- Clubs with men's fast pitch program.

Description

Regarding of specifics of men's fast pitch is the main column to create the fitting space for increasing of the number of the teams, which is playing of men's fast pitch and for increasing of level. The top idea of this program is "promotional of men's fast pitch" and the steps for realization of the men's and boy's program follows:

- To prepare proposals and to make a decision about the specifics in men's fast pitch like pick up rule or to establish the official ESF Tournament for boys under 23 with the option to play with overseas teams or to establish the European Cup for cadet boys.
- To organize the series of three top sagacious Tournaments, which can be offered to the overseas teams. The Calendar of the Tournaments has to be known on the middle of previous year.
- To organize top class Tournament under support of ISF like World Cup. The best time is 2006 or 2007, because of six years break between World Championships.



Slow pitch program

Programme Guidelines

Objectives

The main objectives of Slow pitch program are to increase knowledge of and respect for Slowpitch Softball throughout Europe, to increase the number of ESF member countries in which Slowpitch is played in an organised fashion (both recreationally and competitively) and to increase the use of Slowpitch in Europe as an entry-level format to attract new players to the game, and as a format that can enable existing players to remain active longer.

Beneficiaries

Each ESF member Federation / Association or regions or specific formed groups of federations or specific formed companies and organizations are right to participate at the events, which are components of Slow-pitch program.

- National Federation / Association.
- Specific formed groups of federations.
- Specific formed companies and organizations.

Description

Slow pitch has very big potential to attract new players and also prospective sponsors, because the teams can be set up on the firm basis. Regarding many aspects of slow pitch program the appendix 1 is part of the Development Plan.

Slow pitch program



Use of Athens facilities

Programme Guidelines

Objectives

The objective of this program is using Athens facilities for requirement of European Softball Society.

Beneficiaries

Each ESF member Federation / Association or regions or specific formed groups of federations are right to participate including with Vice chair of DC responsible for this topic on forming of the program of using Athens facilities.

- National Federation / Association.
- Specific formed groups of federations.

Description

Vice chair of DC Youri Alkalay with co-operation with EDF, ESF member Federation /Association or regions and ISF is responsible for creating and realization of events in Athens facilities. Because good weather condition in Greece the events will be planned on the end of the season (October/November) or beginning of the season (March). The European season will be extended, what can be helpful especially for the countries from middle and north part of Europe. Because of time and the first event would be realized as soon as possible.

Use of Athens facilities



Euro pean Softball Federation Fédération Euro péenne Softball





Report From Youri Alkalay, Vice President ESF

Since the regular elections during the congress in Prague last year, I was responsible for:

- Development projects for the Balkan area of Europe;
- Design, production and distribution of award, trophies, etc.;
- Further establishment of connections with the Balkan and former CIS Countries, which are not members of the ESF, respectively to get them as affiliated members of our family.

An idea of establishment of a regional organization (Balkan Union) was discussed with the leaders of the Balkan area National Softball Federations and the preliminary agreement was found. The EC of ESF approved the basics of the idea and there will be a common Balkan presidents meeting during the ESF congress in Sofia. The idea was also discussed with the ISF leaders, which express their support. The goals of this body will be:

- To enrich the sport life of the Softball Federations in the region by conducting Cup of Balkan Champions Women (CBCW) and Balkan Championship Women (BCW) and other events;
- To use the Olympic facilities and to convince Greek local authorities to keep at least part of them;
- To support the establishment of Softball Federations within the countries in the region;
- To support ESF/ISF development activities in the region;
- To initiate proposals regional evens;
- To create a strong educated potential in the region, which to be able to share the knowledge in every single country and to be able to teach the game in the new neighbor "markets".

The beginning of the Balkan co-operation is already a fact after a tournament in Belgrade - Serbia and visit of Serbian team in Sofia.

Following the 2004 decision of EC, a new design of the ESF medals, trophies and awards were developed for year 2005 in order to be more attractive and better to appreciate the efforts of all participants, organizers, umpires, etc. All items were produced on time and delivered to the corresponding events. I would like to use the case to express my appreciation to the Czech Softball Federation for their help in the distribution.

After the approval of Belarus Baseball and Softball Federation as a provisional member of ESF during the congress-2005, the connection was lost and there was no reaction on the calls and faxes, so we have never received the missing documents from them.

Completely different is the case with our friends from Serbia after establishing a contact with them, thanks to Bob Miloslavlevich, they became the active part and prepare all necessary documents, so I hope we will be able to welcome them as a full members in Sofia.

I keep on working on the contacts, established with the Pridnestrovian Republic - part of Moldova - the plans are to start a softball in their main city - Tiraspol and take part in the events either of Moldovian Baseball and Softball Federation, either of Ukraine Softball federation.

I had a chance to visit Tuchkovo, Russia as an EC observer on the EchCG'2005. I would like to use the case to share with you that this is an excellent location for tournaments, organizers are very experienced, attentive and responsible, playgrounds are good and very well maintained and the nature is terrific. I was impressed from the security, provided for all the participants and official and the nice attitude to all the guests from the side of the local comunity.



Euro pean Softball Federation Fédération Euro péenne Softball





ESF HUMAN RESOURCES COMMISSION 2005 REPORT

Presented by ESF Vice President María-Jesús (Chiqui) Vázquez

Since February 5th 2005 (when I was elected Vice President of the ESF) I have participated in different activities trying to enhance European softball wherever I went to. I believe that this first year experience as ESF Vice President has settled a good bases to continue working on behalf of the European Softball Federation.

The Human Resources Commission was created to specifically look after our member federations athletes. Thus, we can say now we are setting the bases of the Athletes Commission so that our European athletes have the choice of directly communicate with the ESF about any relevant issues they may consider. But when we talk about health and anti-doping issues another Commission should take over. This way, the Medical Commission has been created with the hope of counting on medical expertise from now on.

Please find below a list with a short description of the events and activities I have participated on during my 2005 "rookie" year as Vice President of the ESF:

February 6th

- 1st ESF EC meeting. Prague (Czech Republic). It was the first meeting the new EC had in which we started to set our working plan for the year, appointing chairs to the different ESF Commissions. It was the beginning of the Human Resources Commission for which I was appointed to lead as chair.

April 20th

- <u>GAISF</u>. Berlin (Germany). Invited by the ISF, attended the General Assembly of the Association of International Sports Federations.

July 22nd to 27th

- <u>Intercontinental Cup</u>. Madrid (Spain). This tournament was organised and held in my city thus I attended and mainly assisted on its organisation. It lasted 6 days in which national teams from USA, Chinese Taipei, Argentina, Italy, Czech Republic and Spain participated.

August 15th to 20th

- <u>ECWCA</u>. Ronchi dei Legionari (Italy). I attended this European competition as Official Executive Delegate. There, I was invited together with the Chief Technical Commissioner of the competition to visit four softball fields located in the area.

September 3rd - 4th

2nd ESF EC meeting. Amsterdam (The Netherlands). In this meeting we mainly gave input about the different competitions we all had been involved to up to that moment.

October 4th

Meeting with IOC President. Laussane (Switzerland). I was chosen by ISF President to be one of the 6 Softball Ambassadors and was invited by the ISF to attend a meeting with IOC President Mr. Rogge to ask for reinstatement of Softball in the Olympic Games of 2012 and beyond.

October 28th to 31st

- XXII ISF Congress. Kaohsiung (Taiwan). I was invited by the ISF to this Congress and attended as Softball Ambassador and member of two different Commissions:
 - Member of the Athletes Commission.
 - Member of the Women and Sport Commission.

Also attended two more meetings there:

- Medical Commission, as observer.
- European Region meeting with ISF European members delegates present at Congress.

November 15th

Meeting at Consejo Superior de Deportes. Madrid (Spain). As Vice President of an international federation I was invited to attend a meeting with the Secretary General of the Spanish Governing Body of Sports and all the Spanish Executives of International Federations. There I had a chance to make softball more noticeable at the National level.

November 19th - 20th

- 3rd ESF EC meeting. Frankfurt (Germany). Among other issues, discuss about ISF Congress and prepare 2006 ESF Congress. As a result of my attendance to the ISF Congress I set the basis of the ESF Athletes and Medical Commission.

At the time of this report, still contacting with new members of the Athletes and Medical Commissions.



Euro pean Softball Federation Fédération Euro péenne Softball



ESF 2005 Marketing Report

For many members of the ESF Executive Council, including myself, 2005 was the start of a new experience in the international arena. It was, then, a year for learning and discovering what is possible for ESF, and establishing contacts for the future.

Up to now, ESF marketing activities have not been guided by any recognisable structure. The organisation has been primarily occupied with the establishment of a European softball programme with many tournaments for the member countries. These efforts have involved the contributions of numerous people (volunteers, officials and administrators) who have done an excellent job working as a team, particularly on the tournaments.

First 2005 marketing results

With a few hiccups, the first two newsletters were produced in a new format, with news and background information sent by e-mail to the member countries. In the future, the newsletter will serve as the cement with which to build a strong foundation and promote greater understanding of what we aspire to be: a strong European sports organisation characterised by growth.

In addition, the marketing department has succeeded in attracting a sponsor for the coming four years. In co-operation with the Dutch-based firm Covee, the European importer of Diamond balls, a favourable contract has been signed by which organising countries and/or clubs that organise ESF tournaments will receive free balls. With this agreement, organisers will benefit from lower costs, and ESF has taken an important step to enhance the profile of ESF during tournaments.

Discussion about the future

During the past year, there has been much discussion about "The Marketing of ESF in the Future". An important objective of these discussions has been the growth of softball as a sport within the member countries and access to the financial resources needed to achieve our goals. The development committee, of course, is also involved in its own programmes, but these have a strong internal focus on the qualitative improvement of our own products and our own people. Without a doubt, these programmes must continue. But if we want to be able to extend the reach of our sport in the future, we need to look to new growth within the member countries, so that soon, through the implementation of a multi-year plan, we will be better able to provide the highest levels with outstanding players and tournaments. Marketing will focus on this task in the coming days and months and hopes to complete work on a multi-year strategic programme in the course of 2006. The main points to address in this plan are:

- An inventory of strengths and weaknesses, and threats and opportunities with respect to the sport
- Softball is played by 1% of the population per country; how can we recruit these people as club members and what role can the clubs (federations) play in this effort?
- Development of a European programme with which finances can be generated via the EU

Ruud van Zetten Vice President ESF



REPORT TO ESF CONGRESS (SOFIA, 2006) JELENA CUSAK, ISF Vice-president Europe

In my short term since being elected end of October last year, these past 3 months have been very important and crucial for our sport of softball. We are getting closer to IOC's decision on reinstalling softball into Olympic program. Many countries have worked hard in lobbying with IOC members and we need to be hoping for the best.

I, myself, have been part of 6-athtletes-team that visited Mr. Jacques Rogge. He listened to our prospective where he gave us some leads on how to work best toward new voting.

I have also been in contact with several IOC members represented in IOC's Athletes commission (Adne Sondral, Sergey Bubka, Bob Cvrtlik, Pernilla Wiberg) and other members of Athletes commission that have influence with some IOC members.

I need to mention Croatian IOC member Mr. Antun Vrdoljak, who was not in softball's favor in Singapore, but we managed to give him new insight with better understanding and he promised to support us in Torino. Hopefully many European countries managed to do the same because European IOC votes are majority and we need them if we want to return on the Olympic program.

In just few days after we leave Sofia there is IOC session going on in Torino, Italy. At this session future of our sport is being decided. I am joining Mr. Porter, Mrs. He and Mrs. Choo in Torino and we will be making last contacts to insure that softball gets positive response from the IOC members at the session.

Let's keep softball where it belongs!

Yours sincerely,

Jelena Cusak ISF vice-president Europe





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DOCUMENTS (1)

II - APPROVAL MINUTES:

- Minutes of Congress 2005

VI - FINANCIAL REPORT:

- Balance 2005
- Result / Budget 2005
- Report Auditor

VIII - APPOINTMENT AUDITOR:

- Proposal by the Executive Council

XI - AMENDMENTS TO THE STATUTES:

- Proposals by the Executive Council

XII - MOTIONS AND OTHER MATTERS:

1 - Motions by Czech Republic

XIII - APPOINTMENT OF ORGANIZERS:

- Nominations of Organizers of Competitions

Other Documents released as soon as available

II - APPROBATION MINUTES:

- Minutes du Congrès 2005

VI - RAPPORT FINANCIER:

- Balance 2005
- Resultat / Budget 2005
- Rapport Commissaire aux Comptes

VIII - DESIGNATION COMMISSAIRE AUX COMPTES:

- Proposition par le Conseil Exécutif

XI - AMENDEMENTS AUX STATUTS:

- Propositions par le Conseil Exécutif

XII - MOTIONS ET AUTRES POINTS:

1 - Motions par la République Tchèque

XIII - DESIGNATION DES ORGANISATEURS:

- Nominations des Organisateurs de Compétitions

Autres Documents fournis dès que disponibles

Amendment to Financial Appendix to the Statutes and Regulations (Great Britain)

I. Annual Affiliation	n Fees	2004 (€)	2005 (⊜ (EC)	2005 (€) (GB)	
a) 0-100		75	150	100	
e) 5001+		500	550	600	
II. Competition Registration Fees					
a)	1(i) Senior Womens A Pool	625	1250	1500	
·	1(ii) Senior Womens B Pool/Men	625	1250	1000	
	1(iii) Senior Slowpitch	625	1250	775	
b)	1) Cup A	375	875	475	
	2) Cup B	250	400	300	
c/d) Maintain licence as 2004, pending consultation and further consideration during 2005					

Net effect on 2005 Budget Income = €13,000 approx

In addition:

- 1. EC should NOT subsidise delegates from ESF to ISF Congress
- 2. EC should NOT make excemptions to minime or cadet fees beyond the existing 1 year subsidy
- 3. During 2005, EC to do the following:
- seek to hold actual expenditure at least 10% below budget
- CONSULT with Federations with a view to bringing further increases (if needed) to 2006 Congress which
 reflect that consultation and take into account, where possible, the 'ability to pay' of Federations and teams
- 4. Candidates for election today are requested to give their view on the question of future fee increases
- 5. EC should be prepared to provide subsidies during 2005 to Federations whose ability to compete would be seriously compromised by the changes set out above
- 6. EC should published a revised budget, based on the above

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REPORT AUDITOR 2005

As the official auditor of the ESF, I controlled the ESF accounts for the period from 1.11.04 to 31.10.05 according to the statutes.

- I checked all assets, liabilities and the capital.
- I certify that all assets, liabilities and the capital correspond to the details, especially to the bank accounts agree with the bank statements.
- The audit was done on the principle of test of random and according to Swiss accounting standards and Swiss Laws.

All proved items were correct and all documents were presented to me.

The result for the period from 1.11.04 to 31.10.05 is a profit of EUR1'634.90.

I herewith ask the ESF Congress to discharge the treasurer for the financial year 2005.

Engelburg, 21. December 2005

Michael Renggli





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NOMINATION OF AUDITOR

The Executive Council of the ESF has, in its meeting of November 19th - 20th , decided to propose to the Congress the appointment of :

Mr. Michael RENGGLI

present Auditor of the ESF, as Auditor of the ESF for the year 2006

On behalf of the Executive Council

The Secretary General Patrice BIENFAIT





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PROPOSED AMENDMENT 1 to the STATUTES of the ESF

All changes in bold, italicized, underlined

Proposed by: **ESF Executive Council**

Article to change: 1.6.4 - PRINCIPLES / FUNCTIONNING / FINANCIAL YEAR

Proposed change: change as follows:

Existing writing:

1.6.4 - FINANCIAL YEAR

The financial year shall start on November 1st and shall end on October 31st of the following year.

Proposed writing:

1.6.4 - FINANCIAL YEAR

The financial year shall start on **October 1st** and shall end on <u>September 30th</u> of the following year.

Reason for change: The financial and accounting operations of the ESF follow the schedule of Competitions. The closing of the financial year should follow more closely the end of the sporting season. This should give to the Treasurer more time available for preparing all the "closing of year" accounting operations, this including all reminders for payment, and reduce the amount of pending accounts and outstanding operations.





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PROPOSED AMENDMENT 2 to the STATUTES of the ESF

All changes in bold, italicized, underlined

Proposed by: **ESF Executive Council**

Article to change: 3.2.2. - GENERAL CONGRESS / ANNUAL GENERAL CONGRESS / AGENDA

Proposed change: change as follows:

Existing writing:

3.2.2.5. The Agenda of the Annual General Congress, together with the Role of accredited Delegates and the documents subject to approval or vote, is sent by the Secretary General to the Affiliated Federations at least 45 days before the date of the Annual General Congress, and shall include the following matters, in that order:

Proposed writing:

3.2.2.5. The Agenda of the Annual General Congress, together with the Role of accredited Delegates and the documents subject to approval or vote, is sent by the Secretary General to the Affiliated Federations at least 30 days before the date of the Annual General Congress, and shall include the following matters, in that order:

Reason for change: Within the present statutory time frame the documents for the Congress, and especially the financial statements, must be sent at the latest in mid-December, while the closing of the financial year can not be started before early November. This one and a half month period is too short to make all the year-closing financial and accounting operations, this including all reminders for accounts receivable and payable, to prepare all the financial statements, to have them reviewed and approved by the Executive Council, and reviewed and approved by the Auditor.

> Together with Proposal of Amendment 1, this will introduce more realistic times and due dates for the delivery of statutory documents for the General Congress.



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TO: European Softball Federation

Secretary General Mr. Patrice Bienfait

Prague, October 26th, 2005

MOTIONS

MOTION # 1:

Umpiring of own teams:

To establish the modus operandi by nomination of umpires in the adult ESF fast pitch competition, that no umpire will be umpiring the team from own country.

Substantiation:

Softball have to look as a "normal" sport before public (media, social and political authorities, sponsors...). No any other amateur sport is using umpires for umpiring the games, where is playing the teams from own countries. This modus operandialso to prevent the no proper press to the umpires.

Personal overview:

Let me introduce the reasons, why the Czech Republic are proposing adapted motion about officiating of the games by umpires for second time. We proposed the establishment the modus operandi by nomination of umpires, that no umpire will be umpiring the team from own country at the last Congress in Madrid The Congress didn't approve this motion and during the TC and UIC meeting in Chocen on April 2004 was agreed the recommendation to use presented modus operandi if possible. Concerning of this recommendation we instructed the Czech umpires with ESF license about this modus operandi. But especially during men's adult competition the reality demonstrated, that only recommendation doesn't have any effect, concerning of no power of this recommendation. Similar situation happened by ESF Congress in Prague 2005. This motion was rejected, because the problem with number of umires in slow pitch and was prolonged reccommandation from Chocen 2004. But situation in the competition in 2005 was same like in 2004 - only reccommandation doesn't have any effect. Regarding of present situation the Czech Republic proposes adapted motion about this modus operandi, which is appointed only for adult fast pitch competitions. I would like to bring out one story as an argument for acceptance. Remember the situation from our sport, which is happened during final game of last

Men's European Championship in Chocen 2003. The final played the Czech Republic and the Netherlands and the game was tied after 7 innings and the game had very high sport level. At this game was attended President of Czech Sport Association, which is the highest body off all sports in Czech Republic, who made also opening pitch. Otherwise where attended the Mayors of both cities, where the Championship was played and also members of other local authorities. The final was covered by Czech Television nr. one and also by local television and live inputs was made in radio. On the tie break the first base umpire stood before very close call, which was critical for the result of the final. The umpire was from Dutch. It is not anything against him and also the problem is not, if the call was right or not. The problem is the possibility to umpire the team from own country. This non-standard situation dominated in the media in the comments about the Championship. Also I had to explain this non-standard situation with umpires in the Sport Commission of Czech Sport Association and Czech Olympic Committee, which are the donators of national teams of all sports. Generally the rating of the softball dropped in the family of collective sports and it is reducing our credibility in the eyes of potential partners. And we don't want it, I believe.

Those considerations are behind this motion of Czech Republic. We understand it is no politically clear to accept it for all ESF competition and therefore we are proposing adapted motions using this modus operandi only for adult fast pitch ESF competition. Unfortunately if they aren't valid the recommendations agreed by TC and UIC, are necessary to approve it by General Congress.

The Committee of Umpires of Czech Softball is following this situation a few years ago and it had to verified the neutrality of umpires was possible to arrange in the total majority of the ESF Competitions. I am expecting the objection, that the umpires doesn't have many options to improve their skills, especially in men's competition of higher level. It's true, that if any rules are implemented, the support program has to come. Regarding this the Czech Softball Association offered during 2005 and will offer in 2006 the adults tournaments and the competition games in Czech Republic for umpires, who would like to improve their skills. I hope the similar offer will come also from other counties, where are played good adults tournaments.

MOTION # 2:

PICK UP RULE for European Cups and Cup Winners Cups, both men and women:

This motion advance the Czech Republic according reccommandation of ESF Development Committee

This proposal is not in exact wording how it shall be within the competition rules after finalizing the idea. It is more like set of ideas for further discussion.

- Every team can "pick up" two foreign players for European Cup or European Cup Winners Cup
- o There is no further restrictions to choice and use of these two players
- o These two players can only play in one club in one european tournament in one season
- These two players must be not only on the official Team Roster at the time of the tournament, but also on the Licence List of the team prior to the tournament
- o This rule change will be experimental and is proposed for 5 years.
- o Finally every team will be allowed to use two foreign (free under this amendment) and two asimilated players (according Competition Rules).

Ratio:

- 1. This rule change would help to improve the level of the tournaments and reduce too big differences in score during some games. This will further promote the game.
- 2. It will also enable teams which suffer the lack of the players or pitchers in that particular season to come to the European Competition.
- 3. It will reduce current problems with interperetation of "foreign player", especially with regards to different competitions in different countries.
- 4. Was agreed by all Delegations of Mens national Teams during 2003 European Championship in Chocen, Czech Republic and again in 2005 in The Netherlands.

Gabriel Waage CSA President





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NOMINATIONS AND APPOINTMENTS OF ORGANIZERS OF COMPETITIONS

At the Official - and officially announced - Closing Date for nominations of Candidate Organizers for Competitions (November 6th 2005 - namely 90 days before the Congress as stipulated in article 3.2.2.2. of the Statutes) we had received the following regular nominations:

Czech Republic for European Championship Junior Boys 2006 (HAVLICKUV BROD)
Italy for European Cup Women A 2006 (BOLLATE)
Italy for European Cup Winners Cup Women A 2006 (CARONNO PERTUSELLA - SARONNO)
The Netherlands for European Championship Women A 2007 (AMSTERDAM / HAARLEM)
Croatia for European Championship Women B 2007 (ZAGREB)

Therefore, and pursant to article 3.2.4.4.5 of the Statutes: "When only one candidate is duly nominated for an appointment there is no ballot and the candidate is automatically appointed." The above mentioned Candidates will be automatically – except if they withdraw in the meantime – appointed by the 2006 Congress.

Nominations were closed for the above Competitions, and remained opened for the following ones, where no Candidates were nominated (as announced on the Web Site on November 29th 2005):

Cup Women B 2006
Cup Winners Cup Women B 2006
Cup Men 2006
Cup Winners Cup Men 2006
Cup Slowpitch Coed 2006
Championship Slowpitch Coed 2006
Championship Men 2007
Championship Cadette Girls 2007
Championship Junior Boys 2007

After the Official Closing Date of November 6th 2005, we received the following nominations:

On December 1st 2005

Belgium for European Championship Women B 2007 (FRAMERIES)
Belgium for European Championship Men 2007 (BEVEREN)

KRC Altron for European Cup Women A 2006 (PRAGUE) (not endorsed by CSA)

According to the provisions of the Statutes of the ESF, it has to be stated that the candidature of BELGIUM for EChWB 2007 can not be admitted and shall be kept in reserve, and the candidature of KRC Altron for ECWA 2006 can not be considered as not issued through the National Federation.

Therefore, and according to article 3.2.4.4.6: "When there is no duly nominated candidate for an appointment, nominations are re-opened until the moment of the appointment at the General Congress". the following Competitions are still open for Organization:

COMPETITIONS STILL OPEN FOR ORGANIZATION				
Competition	Candidate Organizers			
ECWB 2006 - Cup Women B 2006	None			
ECWCWB 2006 - Cup Winners Cup Women B 2006	None			
ECMA 2006 - Cup Men A 2006	None			
ECWCMA 2006 - Cup Winners Cup Men A 2006	None			
ECSC 2006 - Cup Slowpitch Coed A 2006	None			
EChSC 2006 - Championship Slowpitch Coed A 2006	None			
EChMA 2007 - Championship Men A 2007	BEVEREN (BEL)			
EChCG 2007 - Championship Cadette Girls 2007	None			
EChJB 2007 - Championship Junior Boys 2007	None			

NOTA BENE: Nominations of Candidates shall be made exclusively by Representatives of Affiliated Federations and by using the attached Form.