



# GOVERNING MANUAL

*Revised November 15, 2025*

# International Pride Softball Governing Manual

## TABLE OF CONTENTS

			PAGE
<b>VOLUME 1</b>			
<hr/>			
Articles of Incorporation			1
<b>VOLUME 2</b>			
<hr/>			
Bylaws	Chapter 1	Membership	2
	Chapter 2	Council	4
	Chapter 3	Committees	6
	Chapter 4	Board of Directors	7
	Chapter 5	Financial Management	8
	Chapter 6	Policies of this Organization	9
	Chapter 7	Bylaws Amendments	9
<b>VOLUME 3</b>			
<hr/>			
Policies	Chapter 10	Rules of the Game	10
	Chapter 20	Member Association Responsibilities and Player Eligibility	12
	Chapter 25	Player Rating Guidelines	18
	Chapter 30	Gay Softball World Series	22
	Chapter 40	iPride Cup	26
	Chapter 45	iPride Draft	27
	Chapter 50	Protest Procedure	27
	Chapter 60	Ethics Procedure	32
	Chapter 70	Master Dues, Fines, and Fee Schedule	35
	Chapter 80	Budget and Fiscal Policy	40
	Chapter 81	Master Compensation Policy	41
	Chapter 85	Conflict of Interest Policy	41
	Chapter 90	Drafting and Revision Manual	43
<b>VOLUME 4</b>			
<hr/>			
Administrative Policies	Chapters 100+	See Table of Contents at Volume 4	45
		Governing Manual Change Log	68

**VOLUME 1 – ARTICLES OF INCORPORATION**

**Article One – Name**

1.1 The name of the organization is the North American Gay Amateur Athletic Alliance-Open Softball Division, Inc. (NAGAAA), DBA International Pride Softball, herein referred to as (iPride Softball).

**Article Two – Existence**

2.1 The period of existence is perpetual

**Article Three – Purpose**

3.1 Said organization is organized exclusively for charitable, religious, educational and scientific purposes, including for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501 I (3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

3.2 To be a nonprofit organization dedicated to the promotion of amateur sports competition, particularly softball, for all persons regardless of age, sexual orientation or preference, with special emphasis on the participation of members of the LGBT Community; and to otherwise foster national and international sports competition by planning, promoting and carrying out amateur sports competition.

3.3 To establish uniform rules and regulations for amateur sports competition organized or conducted by this organization.

3.4 To organize and conduct any regional championship playoffs among member teams and organize and conduct a Gay Softball World Series; the further purpose of the corporation being to organize, promote and conduct the best possible tournaments in LGBT athletics; and to otherwise foster national and international sports competition.

3.5 To encourage the education and training of the proper skills of athletics, particularly softball, by promoting clinics, seminars and training courses.

3.6 To plan, promote and carry out other exempt activities that serve the welfare of the public at large.

3.7 To raise, collect, administer and dispense funds for the purposes set forth in the Articles of Incorporation.

3.8 To carry out all of the purposes stated solely within the scope and meaning of Section 501 I of the Internal Revenue Code of 1954 or corresponding section of future tax code.

**Article Four – Members**

4.1 The corporation shall have no members.

**Article Five – Directors**

5.1 The general management of the affairs of the corporation shall be vested in the directors of the corporation.

5.2 The term of office of the initial directors shall be until the first meeting of the incorporators and the initial board of directors.

51 **5.3** The number of subsequent directors and their qualifications, manner of election and term of office shall be  
52 specified in the Bylaws.

53  
54 **5.4** The number of directors shall not be less than three (3).

55  
56 **Article Six – Disbursements**  
57

58 **6.1** No part of net earnings of the corporation shall inure to the benefit of, or be distributed to its members,  
59 trustees, or other private persons, except that the organization shall be authorized and empowered to pay  
60 reasonable compensation for services rendered and to make payments and distributions in furtherance of the  
61 purposes set forth in the purpose clause hereof. No substantial part of the activities of the organization shall be  
62 the carrying on of propaganda, or otherwise attempting to influence legislation; and the organization shall not  
63 participate in or intervene in (including the publishing or distribution of statements) any political campaign on  
64 behalf of any candidate for public office. Notwithstanding any other provisions of this document the organization  
65 shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal  
66 income tax under section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal  
67 tax code; or (b) by an organization, contributions to which are deductible under section 170(c) (2) of the Internal  
68 Revenue Code, or corresponding section of any future federal tax code.

69  
70 **Article Seven – Operations**  
71

72 **7.1** This corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers  
73 that are not in furtherance of the purposes of this corporation.  
74

75 **Article Eight – Dissolution**  
76

77 **8.1** Upon the dissolution of the organization, assets shall be distributed for one (1) or more exempt purposes  
78 within the meaning of the section 501l (3) of the Internal Revenue Code, or corresponding section of any future  
79 federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public  
80 purpose. Any such assets not disposed of shall be disposed of by the Court of Common Pleas of the county in  
81 which the principal office of the organization is then located, exclusively for the purposes or to such organization  
82 or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.  
83

84 **VOLUME 2 – BYLAWS**

85 **CHAPTER 1 – MEMBERSHIP**  
86  
87

88 **1.01 Membership:** Upon proper petition and qualification, membership in this organization shall be granted or  
89 denied by action of the Council. Petitions for membership are to be completed in the form and manner provided  
90 by the committee assigned membership duties and to the committee’s satisfaction before presentation to a  
91 regular meeting of the Council. That committee shall offer a recommendation on the petition of the prospective  
92 member to the Council.

- 93 a. Voting for new members shall occur during the New Business section of the meeting.
- 94 b. Approval for membership requires a majority vote of the Council in the meeting it is requested. If, by any  
95 reason, a petitioning association is denied membership, the association will not be allowed to petition for  
96 membership again until two (2) successive meetings (e.g., if rejected at the Winter Meeting, the  
97 association will not be able to apply again until the next year’s Winter Meeting).
- 98 c. Membership dues and deadlines are outlined in the Master Dues, Fines, and Fees Schedule (Chapter 70).

99  
100 **1.02 Qualifications:** For any membership petition to be considered by the Council, the committee assigned  
101 membership duties must affirm to the Council that all of the following qualifications have been met: (a) The

102 petitioning association has operated a league for two (2) consecutive calendar years preceding the meeting of  
 103 consideration of the membership petition with a minimum of four (4) teams registered in each of those years; (b)  
 104 The petitioning association identifies itself as a sports organization in the LGBT community of its metropolitan  
 105 area; and (c) The petitioning association's representative attended the immediately two (2) preceding regular  
 106 Meetings.

- 107 a. The two-year operating minimum criteria can be waived at the request of the committee and a two-thirds  
 108 majority of the Council.

109  
 110 **1.03 Interdependence of Members and iPride Softball:** Members of iPride Softball and the organization of  
 111 iPride Softball are interdependent bodies, each mutually benefitting from one another and each with expectations  
 112 to one another. Other than fulfilling the expectation of membership provided for in these bylaws or authorized by  
 113 these bylaws, it is understood that iPride Softball has no power to compel or direct the governance or operations  
 114 of Member Associations. The Board of Directors may interact with Member Associations to help mediate conflicts  
 115 or resolve differences as requested. Additionally, the Board of Directors of iPride Softball shall, when receiving or  
 116 engaging in communication with individual members of Member Associations, communicate through and direct  
 117 issues to the Member Association's leadership.

118  
 119 **1.04 Expectations of Membership:** Membership in this organization is critical to the operations and goals of  
 120 this organization. Member associations, their individual members, and volunteers or staff members of the iPride  
 121 Softball organization are expected to adhere to the common set of expectations.

- 122 a. **Conduct:** Each Member Association is expected to perform in and to the spirit of the International Pride  
 123 Softball Code of Conduct, policies and procedures. iPride Softball's Code of Conduct consists of four  
 124 fundamental principles:
- 125 i. **Diversity:** We expect iPride Softball affiliates to honor all the diversity within the organization,  
 126 treating everyone with dignity and respect.
  - 127 ii. **Integrity:** We expect all iPride Softball affiliates to be straightforward, honest, and adhere to  
 128 sportsmanship in all organizational dealings.
  - 129 iii. **Objectivity:** We expect all iPride Softball affiliates should not allow bias, conflict of interest or  
 130 outside influence to override their judgement.
  - 131 iv. **Honorable Behavior:** We expect all iPride Softball affiliates to comply with relevant laws and  
 132 regulations and avoid any action that could negatively impact the reputation of our organization.
- 133 b. **Association Participation:** Each Member Association must comply with and report the information of its  
 134 activities and leadership as determined by the Board of Directors and pay all dues, fines, and fees by the  
 135 date due. Member Associations are required to attend the meetings of this organization. Failure to report  
 136 all required information, attend as required, and/or pay all monies due may result in suspension of voting  
 137 rights and/or suspension or termination of membership, including possible other sanctions, until such  
 138 time as compliance is achieved.
- 139 c. **Athletic Participation:** Each Member Association shall register the minimum number of regular season  
 140 teams in a qualifying season in a calendar year and shall register the minimum number of teams for the  
 141 Gay Softball World Series (GSWS). Additionally, each Member Association shall have a player registration  
 142 system that requires players to declare whether the association is their GSWS-qualifying association and  
 143 any other associations in which the player have, will or may play. Requirements and exceptions to this  
 144 requirement shall be stated in policy documents of this organization.
- 145 d. **Legal Issues:** No Member Association or individual may enter into a legal agreement using the  
 146 incorporated name of this organization without the written consent of the Board of Directors. Members  
 147 of this organization will adhere to the Conflict of Interest Policy of this organization. All Members  
 148 Associations, voting representatives, committee chairs and members, board directors, staff, and  
 149 volunteers shall return all organizational property and materials to the Commissioner within ninety (90)  
 150 days after the end of term of service to the organization.

- 151 e. Privacy: Use of the directories of this association is limited to official iPride Softball business only.  
 152       Reproduction, sale, rental, lease, or use of the directories or any of its contents by any person or group  
 153       other than the Board of Directors or member associations is strictly prohibited.  
 154 f. Local Tournaments: Member Association Tournament Directors/League Officers utilizing iPride Softball  
 155       ratings in a local tournament must verify those ratings are current and accurate. Team rosters must  
 156       include the person's name, date of birth, and each rating question. All local tournaments must have a  
 157       clearly defined protest process.  
 158

159 **1.05 Suspension/Termination of Membership:** Member Associations and/or individual members of Member  
 160 Associations may be suspended, for a time certain or indefinitely, and/or terminated from membership in this  
 161 organization by a two-thirds (2/3) vote of the Council following a hearing before the Council, in a form and manner  
 162 provided for by the Ethics Committee, unless provided for differently by express language in these bylaws. A  
 163 period of suspension may be ordered by the Council which may include specific restorative and accountability  
 164 requirements and/or other sanctions, which if not met, may result in termination of membership. Automatic  
 165 suspensions for failure to pay membership dues by the deadline established may be issued and repealed by the  
 166 Commissioner.  
 167

168 **1.06 Reinstatement of Membership Following Suspension or Termination:** The Council may reinstate a  
 169 suspended Member Association following a review by the committee assigned membership duties of the  
 170 complaint leading to suspension and any corrective actions taken regarding the nature of the complaint. The  
 171 Council may reinstate a suspended and/or terminated individual member of a member association following a  
 172 review by the Ethics Committee of the complaint leading to suspension and/or termination and any corrective  
 173 actions taken regarding the nature of the complaint. Member Associations or Individuals suspended for a time  
 174 certain are automatically reinstated to good standing following the expiration of the time of suspension provided  
 175 that qualifications for membership continue to be met. Terminated Member Associations shall only be eligible for  
 176 reinstatement through the process of petitioning for membership in the organization.  
 177

## 178 CHAPTER 2 – COUNCIL

179  
 180 **2.01 Authority and Purpose:** The Council shall be the legislative body of this organization. All committees,  
 181 boards, officers, staff, and volunteers are subordinate to the authority of the Council. The Council is limited in its  
 182 power only by the provisions of these bylaws, the Articles of Incorporation, and the Laws of the State of Wisconsin.  
 183 The Council is created to give policy direction to the operations of iPride Softball; act on legislative proposals  
 184 appropriate for the fulfillment of policy functions; elect officers of the organizations; create committees that assist  
 185 the officers in the operations of the organization; act on matters relating to membership; and to support and  
 186 promote the work of this organization.  
 187

188 **2.02 Composition:** The Council shall be composed of one (1) voting representative from each member  
 189 association and the voting members of the Board of Directors. The voting representative from each member  
 190 association shall furnish credentials in the form and manner provided by the committee assigned membership  
 191 duties attesting that he/she and any listed alternates represent the Member Association on the Council. Failure to  
 192 provide such attestation shall be cause for immediate revocation of voting and voice rights on the Council until  
 193 such time as remedy is made. Voting representatives, properly credentialed, remain as voting representatives,  
 194 until such time as new credentials are furnished by a member.

- 195 a. A voting representative or alternate voting representative from a member association shall be or have  
 196       been in the twelve months prior to the Council meeting: a board member of that association, a player  
 197       declaring that association their qualifying association, and/or an active member of that association.  
 198

199 **2.03 Parliamentary Authority:** The rules contained in the latest edition of *Robert's Rules of Order Newly*  
 200 *Revised* shall govern the organization and all its bodies in all cases to which they are applicable and in which they  
 201 are not inconsistent with these bylaws and any special rules of order the organization may adopt. Attendance by a

202 majority of those Council members granted the right to vote constitutes a quorum for any meeting of the Council.  
203 All main motions shall be delivered in writing, in the form and manner provided for by the Secretary.  
204

205 **2.04 Right of Vote:** Each voting representative of the council and the members of the Board of Directors shall  
206 be entitled to one (1) vote. The Commissioner shall only be allowed to cast a vote in elections for officers of this  
207 organization or, on other matters, to cast a vote to affect the outcome. No member association shall be entitled to  
208 more than one (1) vote by its designated voting representative or alternates on any question pending before the  
209 Council or any of the subordinate functions (e.g., committees) of this organization, not including the Board of  
210 Directors.  
211

212 **2.05 Right of Voice:** The right of voice at the meetings of the council is extended to the voting representatives  
213 of each member, the board of directors, committee chairs not serving as voting representatives, staff, volunteers,  
214 and any other person as approved by the council or by the board of directors. Committee chairs not serving as  
215 voting representatives shall be given the privilege of proposing questions and matters of business to the council  
216 but shall not be allowed voting rights.  
217

218 **2.06 Meetings:** The Council will conduct two (2) Regular Meetings in a calendar year. The annual Winter  
219 Meeting will be held on or before March 31 in any year and shall not be held on the same weekend as the annual  
220 Championship game of the National Football League. The annual Summer Meeting will be held in conjunction with  
221 the GSWS in that year's host city and shall end no later than Columbus Day of any year. Special Meetings may be  
222 petitioned for by at least two (2) members of the Board of Directors or by the signatures of a majority of the  
223 members of the Council, in a form and manner provided for by the Governance Committee. Said petition must  
224 include whether the meeting will be in held by physical attendance of the voting representatives or electronic  
225 means and include all items of business to be discussed at the special meeting. Only those items of business listed  
226 on the petition for the special meeting shall be considered at that meeting.  
227

228 **2.061 Notice of Meetings:** Written or printed notice stating the date, time and place of each Regular Meeting or  
229 a Special Meeting to held in physical attendance of the voting representatives will be delivered by electronic  
230 means to each Member Association at least thirty (30) calendar days prior to the convening of said meeting. Notice  
231 shall be delivered in the same manner for a Special Meeting to be held by electronic means at least seventy-two  
232 (72) hours prior to the convening of said meeting. A proposed agenda and items of business that have  
233 been appropriately submitted in the form and manner provided by the Governance Committee shall be delivered  
234 at least fourteen (14) calendar days prior to the convening of said meeting.  
235

236 **2.07 Deadline for Submission of Items of Business:** For all Regular Meetings of the Council, member  
237 associations may submit items of business for consideration by the council in the form and manner provided for by  
238 the Governance Committee no later than thirty (30) days prior to the convening of the regular meeting. Any  
239 motion, having the effect of adding an item of business for consideration not so submitted, shall require a majority  
240 of the Council members present to allow the item to be considered. Petitions to the Ethics Committee on matters  
241 of discipline are subject to other deadline rules as authorized in the policies of this organization. The Secretary  
242 shall provide notice to the member associations of these deadlines.  
243

244 **2.08 Elections:** The Council shall elect members of the Board of Directors to specific office. Elections shall be  
245 held at the Winter Meeting. Individuals active in member associations, the Council, any active iPride Softball  
246 official, and the Elections Committee (by a simple majority) shall be eligible to nominate persons for office.  
247 Nominees shall be subject to background check. The Board of Directors shall create a policy governing the  
248 nominations and background check requirements and communicate said policy to the Council, which shall include  
249 the following provisions: 1) Nominations may be submitted beginning at the adjournment of the Summer Meeting  
250 and shall end no earlier than 11:59pm (PST) of the forty-fifth (45) calendar day prior to the convening of the  
251 following Winter Meeting.; 2) Persons nominated shall have fifteen (15) calendar days, after the close of  
252 nominations, to accept or decline the nomination.

- 253 a. Election of Directors: The Council shall elect the directors of this organization. Each nominee will be given  
 254 the opportunity to address the Council prior to the first ballot. Votes will be conducted by secret ballot  
 255 unless a nominee is unopposed for election at which time a motion for a unanimous ballot shall be in  
 256 order. A majority of the votes cast, including abstentions, is required for election. If no nominee receives a  
 257 majority on the first ballot, the nominee receiving the least votes shall be removed and a second ballot  
 258 conducted in the same manner as the first. Ballots will continue to be conducted in the same manner as  
 259 the first until such time as a nominee receives a majority of the votes cast. In the event of a tie on any  
 260 ballot, the nominees engaged in the tie shall remain on the following ballot. In the event where two (2)  
 261 successive ballots have been cast on which there were only two (2) nominees and neither nominee has  
 262 received a majority of the votes cast, including abstentions, the third ballot cast in this manner shall be  
 263 the final ballot cast where only a plurality of votes for a nominee is required to be elected, except no  
 264 nominee shall be elected on any ballot cast in this manner which resulted in a tie. Any ballot recording a  
 265 tie shall require a following ballot until a plurality is reached.  
 266

267 **2.09 Appeals of Fines and Penalties:** The Council will hear all appeals of fines assessed, except protest fines, or  
 268 penalties assigned at the next semi-annual meeting after which the fine is incurred. Appeals shall be referred to  
 269 the Ethics Committee which shall have jurisdiction to preside over the appeal. Appeals will not be matters of  
 270 business before the council at said meeting, unless an appeal is filed by the fined or penalized entity, in the form  
 271 and manner provided for by the Ethics Committee.  
 272

### 273 CHAPTER 3 – COMMITTEES

274  
 275 **3.01 Standing Committees:** Standing committees are permanent committees which the Board of Directors  
 276 shall engage to assist in the execution and management of this organization. The objectives, structure, reporting,  
 277 and priorities of these committees shall be approved by the Board of Directors.

- 278 a. **Finance and Audit Committee:** The Finance and Audit Committee is a permanent committee which shall  
 279 be constituted of no less than three (3) members with accounting and financial experience appointed by  
 280 the Commissioner. The committee shall meet three times in a calendar year – at the Winter and Summer  
 281 Council meetings and at a fall meeting of the committee’s choosing. The committee is charged with  
 282 budget management and development in conjunction with the Board of Directors and any other duties as  
 283 assigned by the Board of Directors.
- 284 b. **Governance Committee:** The Governance Committee is a permanent committee which shall be  
 285 constituted of no less than three (3) members with knowledge of the iPride Softball Governing Manual  
 286 and Roberts Rules of Order appointed by the Commissioner.
- 287 c. **Ethics Committee:** The Ethics Committee is a permanent committee which shall be constituted of no less  
 288 than three (3) members appointed by the Commissioner. The Ethics Committee oversees requests for  
 289 ethics hearings and maintains the ineligible players list for the organization.
- 290 d. **Athletics Committee:** The Athletics Committee is a permanent committee which shall be constituted of  
 291 no less than three (3) members appointed by the Commissioner.
- 292 e. **Elections Committee:** The Elections Committee is a permanent committee which shall be constituted of  
 293 no less than three (3) people. Elections Committee members are emphasized to come from traditionally  
 294 underrepresented groups in iPride leadership roles (BIPOC, non-cisgender, non-U.S., women) when  
 295 possible. The Elections Committee exists to provide transparency within the elections process and to  
 296 recruit candidates from underrepresented groups to run for office. The committee shall meet no later  
 297 than 60 days prior to the winter meeting to vote to nominate candidates to the applicable positions that  
 298 are slated for election at that winter meeting. Members of the committee shall be appointed by the  
 299 Commissioner. No member association is granted more than one (1) vote in any committee or taskforce.  
 300

301 **3.02 Select Committees:** The Board of Directors may create or dissolve a committee by majority vote. The  
 302 motion to create a committee shall identify the board liaison, purpose, authority/jurisdiction, and terms of the  
 303 committee.

304  
 305 **3.03 Appointments:** The Commissioner will appoint one (1) member of each committee as its chairperson and  
 306 one (1) member as the vice-chair of the committee. The Commissioner shall appoint the chair and vice-chair at the  
 307 vacancy of each of those offices and those appointees shall serve until such time as the appointee resigns or is  
 308 removed by the Commissioner. The chairperson shall be responsible for the operation of the committee.  
 309 Appointed membership on committees, excluding the chair and vice-chair, shall be appointed for a term  
 310 commencing of the annual Winter Meeting until the commencement of the next annual Winter Meeting. Members  
 311 of the committee shall be those voting representatives of the council or alternates who attend a meeting of the  
 312 committee or members appointed by the Commissioner. No member association is granted more than one (1)  
 313 vote in any committee or taskforce.

314  
 315 **3.04 Meetings and Quorum:** Committee meetings not held in conjunction with regular or special meetings of  
 316 the Council shall be noticed by the chair to the members at least 24 hours prior to the meeting's convening. Notice  
 317 of Committee meetings held in conjunction with a regular or special council meeting is satisfied by the  
 318 presentation of a proposed agenda indicating such. A quorum of a committee is always present in a meeting called  
 319 in accordance with these bylaws. Committee meetings may be held by electronic or telephonic means.

320  
 321 **3.05 Referral to Committee:** The Commissioner shall refer all items of business to the appropriate committee.  
 322 Any item of business for which a committee recommends approval, and which obligates a fiscal expenditure by  
 323 this organization shall be referred to the Finance and Audit Committee before any action of the council on that  
 324 recommendation.

325  
 326 **3.06 Status of Committee Reports:** On any item of business referred to a committee which requires approval  
 327 of the Council to be enacted, the committee of referral may recommend any legal motion of action on that item.  
 328 The recommendations, if any, of any committee to which the item was referred shall be reported to the Council for  
 329 its consideration. The recommendation, if any, in the report of the last committee to which the item was referred  
 330 shall be the pending main motion before the Council during consideration of the committee report.

331

#### CHAPTER 4 – BOARD OF DIRECTORS

332

333  
 334 **4.01 Authority:** The Board of Directors shall be the administrative and management body of the organization,  
 335 subject to the policy direction of the Council.

336

337 **4.02 Composition and Terms of Office:** The Board of Directors shall consist of a Commissioner, Secretary,  
 338 Treasurer, Partnerships Director, Competition Director, Athletic Director, and Operations Director. Directors shall  
 339 serve two (2)-year terms. Each Director shall serve until his or her successor has been qualified and elected, unless  
 340 such Director shall sooner be removed from office. The Commissioner, Treasurer, and Athletic Director positions  
 341 shall be elected in odd numbered years. The Secretary, Competition Director, Operations Director, and  
 342 Partnerships Director positions shall be elected in even numbered years.

343

344 **4.03 Removal and Vacancies:** A Director may be removed from office by a two-thirds (2/3) Council vote for  
 345 illegal conduct, failure to perform the duties of office, or violation of the expectations of a member. Actions for  
 346 removal shall be in the jurisdiction of the Ethics Committee and shall conform to a process provided for by the  
 347 Ethics Committee. For a vacancy in any office, other than that of Commissioner, the vacancy shall be filled by  
 348 nomination and election by the remaining Board of Directors for the balance of the term. For a vacancy in the  
 349 office of Commissioner, the vacancy shall be filled within 30 days by nomination and election by the remaining  
 350 Board of Directors, from among the current Directors who have been duly elected to office, for the balance of the  
 351 term of the Commissioner. In event of a tie on any ballot, should more than two (2) nominees exist, the nominee  
 352 with lowest votes cast, excluding ties, on that ballot shall be removed from future ballots and the remaining  
 353 directors shall vote again on a successive ballot and repeat this process on successive ballots until such time as  
 354 nominee is elected by a majority of the remaining directors. Vacancies, in offices other than the Commissioner,

355 shall be filled as soon as practicable and the Board of Directors may not number less than three (3) officers at any  
 356 time. A vacancy in any office shall be reported to the Council forthwith.

357

358 **4.04 Director's Duties:** Unless expressly provided for in these bylaws, the duties of Office for each individual  
 359 Director shall be determined by the Board of Directors and listed in the policies of this organization.

360 a. Commissioner: The Commissioner shall oversee all operations of the iPride Softball Board and the  
 361 organization, including implementation of policies and procedures, enforcement of rules, administration  
 362 of priorities and initiatives. The Commissioner shall preside over meetings of the Council and propose the  
 363 agenda and schedule of meetings. The Commissioner will appoint all tournament personnel, chairs and  
 364 vice-chairs of committees, program leaders, taskforces, and any other special groups or officer positions,  
 365 including Information Technology and Marketing. The Commissioner's appointments shall be subject to  
 366 majority approval of the Board of Directors. The Commissioner shall perform any other duties or functions  
 367 as assigned by the Board of Directors.

368 b. Secretary – The Secretary shall maintain, update, and record all official governance documents of the  
 369 organization. The Secretary shall maintain and execute official communication with the Member  
 370 Associations, Council voting representatives, Committees, and Board of Directors. The Secretary shall  
 371 perform any other duties or functions as assigned by the Commissioner or the Board of Directors.

372 c. Treasurer – The Treasurer shall oversee management and reporting of the organization's finances and  
 373 compliance with applicable regulations. The Treasurer shall perform any other duties or functions as  
 374 assigned by the Commissioner or the Board of Directors.

375 d. Partnerships Director: The Partnerships Director shall oversee the marketing, sponsorship, and public  
 376 relations efforts of this organization. The Partnerships Director shall perform any other duties or functions  
 377 as assigned by the Commissioner or the Board of Directors.

378 e. Competition Director: The Competition Director shall have the responsibility for the development and  
 379 implementation of the policies on and surrounding fair play, rules of the game, ratings, player eligibility  
 380 and accountability, protests, member association softball operations, and shall perform any other duties  
 381 or functions as assigned by the Commissioner or the Board of Directors.

382 f. Athletics Director: The Athletic Director shall have responsibility for the planning, preparation, and  
 383 operation of iPride Softball sanctioned tournaments and shall perform any other duties or functions as  
 384 assigned by the Commissioner or the Board of Directors.

385 g. Operations Director: The Operations Director shall have responsibility for the administrative and logistical  
 386 management of the iPride Softball corporate body and shall perform any other duties or functions as  
 387 assigned by the Commissioner or the Board of Directors.

388

389 **4.05** The Commissioner may invite appointed personnel to attend Board of Directors meetings as deemed  
 390 necessary to support the work of the Board. Appointed personnel attending Board of Directors meetings will not  
 391 have a vote in decisions of the board.

392

## 393 CHAPTER 5 – FINANCIAL MANAGEMENT

394

395 **5.01 Fiscal Year and Budget:** The fiscal year begins on the first day of January and ends on the last day of  
 396 December of the same calendar year. The Treasurer shall prepare, in consultation with the Commissioner, and  
 397 present a proposed annual operating budget at each Winter Meeting. The proposed budget shall be referred to  
 398 the Finance and Audit Committee which shall provide a recommendation to the Council. The budget shall be  
 399 considered by and may be adopted by the Council. In the course of the fiscal year, the Board of Directors is  
 400 authorized to adjust appropriations of this organization consistent with the policy direction of the Council.

401

402 **5.02 Budget Provisions:** The proposed and adopted budget shall provide estimated revenue amounts,  
 403 appropriation amounts, including appropriations sufficient to fund salaries, per diems, expenses, and  
 404 compensation as determined by the Board of Directors in the Master Compensation schedule. The budget shall  
 405 establish and maintain a segregated budget stabilization fund of not less than \$80,000. The budget stabilization

406 funds shall only be encumbered with the adoption of resolution authorizing such by a two-thirds (2/3) vote of the  
407 Council. Fifty percent (50%) of all net positive income, once all budget items have been accounted for, shall be  
408 appropriated to the budget stabilization fund until the fund reaches a balance of \$125,000, at which point only ten  
409 percent (10%) shall be appropriated each year.  
410

411 **5.03 Compensation and Payments:** The Board of Directors shall set the compensation of all staff and  
412 volunteers serving in roles and positions designated for compensated status and list those compensation amounts  
413 in the Master Compensation Schedule. The Board of Directors shall set the monetary amount of all fines, penalties,  
414 and fees, and corresponding due dates, unless otherwise expressly specified in these bylaws, and list those  
415 amounts along with the dues of this organization and relevant association reporting deadlines in the Master Dues,  
416 Fines and Fees Schedule. Member Associations shall submit all dues, fines, fees, and other payments in USD, with  
417 the exception of Member Associations in Canada, which will submit all payments in CAD.  
418

419 **CHAPTER 6 – POLICIES OF THIS ORGANIZATION**  
420

421 **6.01 Policies:** The Council, the Board of Directors, and/or any subordinate body (e.g.: committees, etc.) of this  
422 organization may create policies and procedures not in conflict with these bylaws and/or policies created by the  
423 Council which shall be in the form and manner provided for by the Governance Committee. Any policy created  
424 shall contain and provide for the manner of amendments. Policies are the jurisdiction of the body authorizing them  
425 unless stated otherwise. Policies of this organization shall be organized in chapter 10 or higher of the governing  
426 documents and are subordinate to the bylaws.  
427

428 **CHAPTER 7 – BYLAW AMENDMENTS**  
429

430 **7.01 Amendments:** These Bylaws may be amended by a two-thirds (2/3) vote of the Council at any regular  
431 meeting or special meeting called for that purpose. Amendments shall be submitted in writing in the form and  
432 manner provided for by the Governance Committee. Amendments shall become effective immediately upon  
433 adoption unless a different effective date is adopted concurrently with the amendment.

## VOLUME 3 – POLICIES

### CHAPTER 10 – RULES OF THE GAME

434  
435  
436  
437  
438  
439  
440  
441  
442  
443  
444  
445  
446  
447  
448  
449  
450  
451  
452  
453  
454  
455  
456  
457  
458  
459  
460  
461  
462  
463  
464  
465  
466  
467  
468  
469  
470  
471  
472  
473  
474  
475  
476  
477  
478  
479  
480  
481  
482  
483  
484

**10.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council meeting, except that any amendment adopted at summer meeting of the Council must achieve a ninety percent (90%) vote to be effective at the Gay Softball World Series immediately following that meeting.

**10.02 USA Softball (ASA) and iPride Softball Rules:** This organization, in all its official events, shall adopt and conform to the USA Softball (ASA) Rules of Softball for Men’s Slow-Pitch, latest edition, unless explicitly stated in this chapter or elsewhere in this organization’s policy documents. No exception or modification to an USA Softball (ASA) rule may be approved except by the Council. All games shall be conducted in accordance with the governing manual of this organization.

**10.03 Exceptions:** The following rules are exceptions to the USA Softball (ASA) rules and shall apply as rules for any iPride Softball event.

- a. Any person, of any gender identity, may compete on any team.
- b. No metal cleats shall be worn by any player, manager, coach, or umpire.
- c. No base stealing will be allowed in any division.
- d. **Safety bases will be used on all fields when possible. If safety bases cannot be used on one (1) or more of the total fields scheduled for use, no safety bases will be utilized unless required by field ownership and/or management.**
- e. **Official field dimensions for iPride Softball events utilize a 300’ (91.4 meters) outfield fence and 70’ (21.3m) base path.**
- f. All batters will begin with a one (1) ball and one (1) strike count. One (1) courtesy foul shall be awarded after the second strike.
- g. The official iPride Softball pitch height shall be 6’ to 12’ (1.8m to 3.7m).
- h. **Electronic scorekeeping is deemed an acceptable scorebook format.**
- i. Legends Division teams will not observe a second home plate or commitment line.
- j. The following are the divisional limits for out of the park home runs: A – 5, B – 3, C – 1, D – 0, E – 0, Legends-C Division – 1, Legends-D Division – 0. Once a team has reached their maximum of out of the park home runs, any additional out-of- the-park homerun will be considered an inning-ending out in all divisions.
- k. In all divisions, no new inning may begin after 50 minutes in pool play and 60 minutes in double elimination with the exception of Championship games. The team ahead in the score shall be declared the winner and the game shall be declared completed after such innings. The start of game time is defined as the scheduled game time; or in games beginning earlier than scheduled, the time agreed to by both managers and umpire(s); or in games beginning later than scheduled, immediately once both scheduled teams have occupied the field. In all games, the umpire assigned to officiate the game has to announce that time has begun.
- l. The International Tiebreaker rule shall apply in double-elimination time-restricted games if the score is tied after seven (7) innings or 60 minutes. At the beginning of each half inning, the batting team shall begin its turn at bat with the player who is scheduled to bat last in that respective half-inning being placed on second base. A substitute may be inserted for the runner following regular substitution rules.
- m. Uniforms are required. Players competing in iPride Softball events must play in like-colored shirts or jerseys.
- n. At no time is smoking, including vaping, tobacco or cannabis, or drinking alcohol on the field or the dugout allowed by any players, coaches or managers.
- o. A team may bat up to twelve (12) players.
- p. Teams are allowed one (1) courtesy runner per inning. In both the Legends-C and Legends-D Divisions, teams are allowed two (2) courtesy runners per inning. Courtesy runners are subject to all other USA

485 Softball rules on courtesy runners.

- 486 q. The following headwear is allowed during games: Ball caps and non-plastic visors may be worn forward or  
487 backwards, headbands, sweat bands, handkerchiefs, durags both pull over and tied, and bucket hats.  
488 Headwear may not be worn around the neck. Any headwear deemed unsafe by the umpire will not be  
489 allowed. Face coverings for environmental or health protection is allowed.

490

491 **10.04 Bat Rules:** iPride Softball will provide all bats to be used during its tournaments for all divisions, provided  
492 the supply of bats is budget neutral. The same bats will be provided to both teams to use during competition and  
493 must meet current USA Softball (ASA) bat rules. The Athletic Director will determine the specific bat models to be  
494 used and announced no later than January 15 of the year in which they are to be used. No team member may use  
495 any other bat than those provided by iPride Softball anywhere on the playing field, inclusive of the dugout.

496 Penalties for bat violations are:

- 497 a. That team member transports or takes an approved bat to any area of the field that is not the immediate  
498 area surrounding the batter's box or warm-up circle for the on-deck batter as determined by the umpire.  
499 1. **First Offense:** Team Member is disqualified from current game.  
500 2. **Second Offense and Each Subsequent Offense:** The team member is ejected from current game  
501 and the Athletic Director shall be notified. The Athletic Director will make a determination on  
502 player eligibility or recommend actions under 10.08  
503 b. That team member uses a non-approved bat on the playing field, inclusive of the dugouts, at any time the  
504 approved bats are on the field.  
505 1. **Any Offense:** The team member is ejected from the current game and the Athletic Director shall  
506 be notified. The Athletic Director will make a determination on player eligibility or recommend  
507 actions under 10.08.

508

509 **NOTE:** Any ejection under this section is subject to further consequences under 10.07.

510

511 **10.05 Acts of Disqualification:** The following is a list of acts any one of which may be justification for the ejection,  
512 suspension or termination of any individual, team, team member, or member association by the Open Division:

- 513 a. Unsportsmanlike conduct.  
514 b. Abusive behavior toward an umpire, tournament official or participant of the current event immediately  
515 preceding, during, or after a game. Any expense that is incurred by iPride Softball to ensure the safety of  
516 the iPride Softball participants will be paid by the offending member association or person or persons.  
517 c. Commission of fraud such as playing under an assumed name, falsifying an affidavit or roster, or giving  
518 false information to tournament officials.  
519 d. Receiving money or financial benefits in consideration of participating in softball or baseball competition.  
520 e. Participating while knowing they do not meet the eligibility requirements of the Open Division.  
521 f. Knowingly competing with players that are disqualified from Open Division play.  
522 g. Accepting money (directly or indirectly) by capitalizing on athletic ability, athletic performance, or fame in  
523 softball or baseball, such as allowing the use of the player's name to advertise, recommend, or promote  
524 the sale of softball or baseball sporting goods or by accepting compensation for using such goods.  
525 h. Using any bat not approved by this organization or using an approved bat in violation of rules established  
526 by this organization.

527

528 **10.06 Non-Registered Players:** Any person entering the tournament as a player shall register following the  
529 established process for registration before entering any game as an active player. The Athletic Director, shall, upon  
530 confirmation that a player entered a game as an active player without that player having completed the official  
531 tournament registration process, eject that player from that game and disqualify that player for the remainder of  
532 the tournament. The team which rosters a player ejected and disqualified under this rule, shall be recorded a  
533 forfeit loss in any game in which that player participated. An active player means a player who participated in the  
534 game in an offensive or defensive role including as a courtesy runner. A player listed as a substitute on a line-up  
535 card but who does not enter the game is not governed by this rule.

- 536 a. No team eliminated from the double elimination tournament shall be reinstated to the bracket, except  
 537 when that team is granted a forfeit win by this section and no intervening game in the bracket affecting  
 538 that team has been played between the game in which the team was eliminated and the game in which  
 539 the team with an unregistered player is recorded a forfeit loss.

540  
 541

542 **10.07 Ejections from Game:** During iPride Softball play, any time a player, coach or manager strikes another  
 543 player, coach or manager, said player, coach or manager shall be ejected from the game and shall not be allowed  
 544 to sit on the player's bench.

- 545 a. If a player is ejected from a game, the ejecting umpire will record the player's name, team name / city and  
 546 the reason for the ejection. They must provide this information to a iPride Softball official immediately  
 547 who must ensure the Athletic Director obtains this information whom shall rule on the length of  
 548 ineligibility arising from the ejection.

549

550 **10.08 Ejections at Any Time:** Any individual ejected from a game or any individual who engages in conduct  
 551 defined as act of disqualification during the time of the tournament inclusive of all tournament related events, and  
 552 is identified and recommended for disqualification by a member of the Board of Directors, the Umpire-in-Charge,  
 553 or Assistant Umpire(s)-in-Charge shall be subject to a disciplinary hearing.

- 554 a. If the ejection or recommendation for disqualification occurs before the time that protest committees are  
 555 available at the field complex(s) then the Competition Director shall convene a panel of 3 directors,  
 556 exclusive of the Commissioner, to hear the case and make a ruling subject to (c.)  
 557 b. If the ejection or recommendation for disqualification occurs while a protest committee is available to  
 558 convene, the committee shall convene, hear the case, and make a recommendation to the Athletic  
 559 Director, subject to (c.)  
 560 c. Any recommendation for sanctions under this section shall be limited only to the tournament, inclusive of  
 561 all tournament related events, and may include any sanction up to complete disqualification from that  
 562 tournament.

563

## 564 **CHAPTER 20 – MEMBER ASSOCIATION RESPONSIBILITIES AND PLAYER ELIGIBILITY**

565

566 **20.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council  
 567 meeting, except that any amendment adopted at summer meeting of the Council must achieve a ninety percent  
 568 (90%) vote to be effective at the Gay Softball World Series immediately following that meeting.

569

570 **20.02 Definitions:** The following definitions apply in this chapter and in common usage throughout the  
 571 Governing Manual:

- 572 a. Metropolitan Area: In the United States, a metropolitan area is defined as the US Census Combined  
 573 Statistical Area (CSA), or Metropolitan Statistical Area (MSA) when not located in a CSA, in which the  
 574 member association is predominantly located. In Canada, a metropolitan area is defined by the Statistics  
 575 Canada Census Metropolitan Area (CMA) in which the member association is predominantly located.  
 576 b. Ally: A person who does not self-identify as Lesbian, Gay, Bisexual, Transgender, but actively works to  
 577 create a inclusive, equitable, and affirming environment for LGBT individuals.  
 578 c. Lesbian: Women who have affectional orientation to other women.  
 579 d. Gay: Men who have affectional orientation to other men, and sometimes used as a general term for  
 580 homosexual individuals.  
 581 e. Bisexual: Individuals who have affectional orientation to both men and women.  
 582 f. Transgender: Individuals who gender identity differs from the sex they were assigned at birth.  
 583 g. Non-qualifying Association – A member association in which a player does not maintain eligibility to  
 584 qualify and participate for a calendar year's GSWS despite having played part or all of a qualifying season  
 585 in that association.  
 586 h. Pickup Player – a player added to a team's regular season roster for purposes of tournament play.

- 587 i. Player ID – The unique identifying number assigned to an individual player in the iPride Portal.  
 588 j. Qualifying Association – The member association through which a player maintains eligibility to qualify  
 589 and participate in a calendar year’s GSWS by that association bearing responsibility for the player’s rating,  
 590 eligibility standards, and compliance with the iPride Portal standards.  
 591 k. Qualifying Season – The playing season of each member association in which a player and teams qualify  
 592 for the GSWS and in which the player is evaluated and rated by the Association.  
 593 l. Sanctioned iPride Softball Tournament – a tournament sanctioned by iPride Softball, currently only the  
 594 Gay Softball World Series and the iPride Cup.

595

## 596 SECTION 1 – MEMBER ASSOCIATION AND PLAYER REGISTRATION RESPONSIBILITIES

597

598 **20.10 Player GSWS-Qualifying Association Declaration:** A player may play in more than one association’s  
 599 GSWS-qualifying season, but must declare what association is their qualifying association. However, the following  
 600 procedures must be followed. When a player registers in any association, the player must declare whether the  
 601 iPride Softball member association is that player’s qualifying association. Additionally, the player must also declare  
 602 any other association the player has, will, or may play in for all or part of a qualifying season in that calendar year.  
 603 A player who registers and declares only one (1) association shall consider that association that player’s qualifying  
 604 association.

605

606 Once a player has declared an association as their qualifying association, the player may not declare another  
 607 association as their qualifying association.

608

609 With written approval from both association’s Commissioners and the Competition Director, a player may change  
 610 their qualifying association provided they have not played 50% of the games in the original qualifying association.  
 611 The iPride Softball Board may make exceptions to this section for players with extenuating circumstances, and  
 612 must report such exceptions to the Council prior to the GSWS.

613

614 If a player declares with more than one association in a qualifying season, they are ineligible to play in the GSWS.

615

616 **20.11 Association Registration Duties:** Any association, registering a player as a non-qualifying association, shall  
 617 immediately inform, in writing via electronic mail, that player’s qualifying association of the player’s registration.  
 618 As applicable, the qualifying association, upon receiving the registration of a player declaring the association that  
 619 player’s qualifying association or receiving the notice of the player’s declaration shall request, in writing via  
 620 electronic mail, a transfer of the player in the iPride Portal to their association for control of the player’s rating and  
 621 eligibility. Any association which is declared as the qualifying association of a player, and that player fails to  
 622 register in that association, the association shall immediately transfer the player to one (1) of the players declared  
 623 non-qualifying associations as chosen by the player which shall become the player’s qualifying association.

624

625 **20.12 Transfer Timeline and Penalties:** Any and all associations, which receive a valid request for transfer of a  
 626 player in the iPride Portal, shall perform the transfer as soon as practicable and without delay, but not later than  
 627 30 days after the transfer request has been made or July 10<sup>th</sup>, whichever comes first, so as not to hinder the duty  
 628 of the qualifying association. All associations are expected to maintain open and timely communication between  
 629 associations to foster correct and accurate registration and declarations of players. Any association violating the  
 630 provisions in this chapter shall be required to attend the next available Registration and iPride Portal Workshop  
 631 after the violation has been noted by the Competition Director and shall also be subject to penalties outlined in  
 632 these policies.

633

634 **20.13 Regular Season Roster:** The roster submitted by Member Associations that serves three purposes:

635

1. To account for each player whose primary team is in the Member Association

636

2. To identify each player’s primary team

637

3. To determine each Member Association’s berth allotments for the GSWS

638

639 A Regular Season Roster must have at least ten (10) players on the roster. No player may be listed on more than  
 640 one (1) Roster for a iPride Softball sanctioned tournament. A Regular Season Roster team may not be comprised of  
 641 more than twenty (20) players. Managers and/or coaches who are not eligible to play or who do not play as a  
 642 player do not count towards this requirement. Each Regular Season roster may name two (2) non-playing  
 643 members in addition to the maximum of twenty (20) players. The Board of Directors shall determine the manner  
 644 and form for submission of the rosters, deadline for submission of the rosters, and any sanctions for errors,  
 645 omissions, and/or changes.

646 International Pass Roster: International Associations engaging in the one-time trial run for the International Pass  
 647 during GSWS 2025 are exempt from submitting a Regular Season Roster. The usual requirements for qualifying  
 648 associations or meeting qualifying games requirements will be waived for this specific trial. While participating in  
 649 GSWS 2025 under this temporary pass trial, International Associations will not be classified as member  
 650 associations.

651

652 International Pass Rosters must:

- 653 a. Be made up entirely of players currently living in the territory/nation receiving the Pass, and may NOT  
 654 include players from the regular season roster of a Member Association.
- 655 b. Provide ratings for all players and adhere to the player and team ratings limits for the division in which  
 656 they are playing.

657

658 International Pass Rosters must have at least ten (10) players on the roster, and may have a maximum of three (3)  
 659 players declared as "Ally" or "Prefer not to Disclose". No player may be listed on more than one (1) roster for an  
 660 iPride Softball sanctioned tournament. An International Pass Roster team may not be comprised of more than  
 661 twenty (20) players. Managers and/or coaches who are not eligible to play or who do not play as a player do not  
 662 count toward this requirement. Each International Pass Roster may name two (2) non-playing members in addition  
 663 to the maximum of twenty (20) players. The Board of Directors shall determine the manner and form for  
 664 submission of the rosters, deadline for submission of the rosters, and any sanctions for errors, omissions, and/or  
 665 changes.

666

667

668 **20.14 Standard Roster:** A GSWS roster submitted by a Member Associations that consists of players from a  
 669 regular season roster of a team from that Member Association and a maximum of four (4) pickup players. A pickup  
 670 player must be from the regular season roster of another team from that same Member Association.

671

672 A Standard Roster must have at least ten (10) players on the roster, and may have a maximum of three (3) players  
 673 declared as "Ally" or "Prefer not to Disclose". No player may be listed on more than one (1) roster for a iPride  
 674 Softball sanctioned tournament. A Standard Roster team may not be comprised of more than twenty (20) players.  
 675 Managers and/or coaches who are not eligible to play or who do not play as a player do not count toward this  
 676 requirement. Each Standard Roster may name two (2) non-playing members in addition to the maximum of twenty  
 677 (20) players. The Board of Directors shall determine the manner and form for submission of the rosters, deadline  
 678 for submission of the rosters, and any sanctions for errors, omissions, and/or changes.

679

680 **20.15 Extended Association Roster:** A GSWS roster submitted by a Member Association that consists of players  
 681 from that Member Association's Regular Season Rosters with a **maximum of four (4) pickup players** from **other**  
 682 Member Associations. A Member Association may submit up to one Extended Association Roster if the Member  
 683 Association is sending only one team to the GSWS across all Divisions.

684

685 An Extended Association Roster must have at least ten (10) players on the roster and may have a maximum of  
 686 three (3) players declared as "Ally" or "Prefer not to Disclose". No player may be listed on more than one (1) roster  
 687 for a iPride Softball sanctioned tournament. An Extended Association Roster team may not be comprised of more  
 688 than twenty (20) players. Managers and/or coaches who are not eligible to play or who do not play as a player do

689 not count toward this requirement. Each Extended Association Roster may name two (2) non-playing members in  
 690 addition to the maximum of twenty (20) players. The Board of Directors shall determine the manner and form for  
 691 submission of the rosters, deadline for submission of the rosters, and any sanctions for errors, omissions, and/or  
 692 changes.  
 693

694 **20.16 All Association Roster:** A GSWS roster submitted by a Member Associations that consists of players from  
 695 any regular season roster from that Member Association. A Member Association may submit up to one All  
 696 Association Roster in the E, D, and C Divisions. Any submission of an All Association Roster in a Division precludes  
 697 the submission of any other type of rosters in that same Division.  
 698

699 All Association Roster must have at least ten (10) players on the roster and may have a maximum of three (3)  
 700 players declared as "Ally" or "Prefer not to Disclose". No player may be listed on more than one (1) Roster  
 701 submitted for a iPride Softball sanctioned tournament. An All Association Roster team may not be comprised of  
 702 more than twenty (20) players. Managers and/or coaches who are not eligible to play or who do not play as a  
 703 player do not count toward this requirement. Each All Association roster may name two (2) non-playing members  
 704 in addition to the maximum of twenty (20) players. The Board of Directors shall determine the manner and form  
 705 for submission of the rosters, deadline for submission of the rosters, and any sanctions for errors, omissions,  
 706 and/or changes.  
 707

708 **20.17 Legends Division Roster:** A GSWS roster submitted by a Member Association for a Legends tournament. A  
 709 player on a regular season roster of any Member Association may be included on a Legends Division Roster,  
 710 subject to:  
 711

- 712 a. Age Requirement
- 713 b. Member Associations with only one (1) team in Legends C, Legends D, or both must have at least four (4)  
 714 players from the Member Association sending the team
- 715 c. Member Association with two (2) or more teams in Legends C, Legends D, or both may only have two (2)  
 716 pickup players from other Member Association(s)  
 717

718 A Legends Division Roster must have at least ten (10) players on the roster, and may have a maximum of three (3)  
 719 players declared as "Ally" or "Prefer not to Disclose". No player may be listed on more than one (1) roster  
 720 submitted for a iPride Softball sanctioned tournament. A Legends Division Roster may not be comprised of more  
 721 than twenty (20) players. Managers and/or coaches who are not eligible to play or who do not play as a player do  
 722 not count toward this requirement. Each Legends Division Roster may name two (2) non-playing members in  
 723 addition to the maximum of twenty (20) players. The Board of Directors shall determine the manner and form for  
 724 submission of the rosters, deadline for submission of the roster, and any sanctions for errors, omissions, and/or  
 725 changes  
 726

727 **20.18 A and B Division Rosters:** A GSWS roster submitted by a Member Association for an A or B tournament  
 728 that consists of players from a regular season roster of a team from that Member Association and a maximum of  
 729 four (4) pickup players. Of the four (4) pickup players, a maximum of two (2) may be from the regular season  
 730 rosters of any Member Association. Otherwise, a pickup player must be from a regular season roster of another  
 731 team from that same Member Association.  
 732

733 **20.19 iPride Cup Rosters –** Refer to section 40 for iPride Cup roster rules.  
 734

## 735 SECTION 2 – RATINGS AND DIVISIONAL GUIDELINES

736  
 737 **20.21 Individual Player Ratings:** Each member association shall rate every player, who has declared that  
 738 association as the player's qualifying association, on each of its teams using the Player Rating Guidelines and  
 739 report these ratings along with regular season roster in the form and manner as determined by the Board of

740 Directors. Only a player's qualifying association shall rate that player for the purposes of the iPride Portal, and the  
 741 qualifying association shall be responsible to ensure that the player exists only once in the iPride Portal with a  
 742 single Player ID attributed to the player. The qualifying association bears all responsibility for the accuracy of all  
 743 data attributed and attached to the player. A qualifying association, upon discovering a duplicate player entry,  
 744 shall notify the Competition Director to have the duplications merged into one (1) player identity. In the case of a  
 745 player who plays in multiple associations, the player shall be listed on a team's regular season roster in the non-  
 746 qualifying association, but the non-qualifying association shall not recreate the player with a separate Player ID nor  
 747 alter the rating assigned that player by the qualifying association or any data entered by any other association.  
 748

749 **20.22 Team Ratings:** A team rating is defined as the sum of the highest ten (10) individual player ratings  
 750 rostered on that team.  
 751

752 **20.23 Divisional Guidelines:** Teams may compete in the following divisions based on their Player and Team  
 753 Ratings.

- 754 a. A Division – There is no maximum team or individual player rating for the A division. No team rated lower  
 755 than 160 is allowed to play in the A division, except any B team granted eligibility in or required to move  
 756 to A division under the no-repeat rule of this organization shall be exempt from this minimum rating  
 757 requirement.
- 758 b. B Division – All teams rated 170 or lower; no players rated over 18 are allowed on a B division team.
- 759 c. C Division – All teams rated 130 or lower; no players rated over 14 are allowed on a C division team.
- 760 d. D Division – All teams rated 95 or lower; no players rated over 10 are allowed on a D division team.
- 761 e. E Division – All teams rated 60 or lower; no players rated over 6 are allowed on an E division team
- 762 f. Legends C Division – All teams rated 130 or lower; no players rated over 14 are allowed on a Legends C  
 763 division team
- 764 g. Legends D Division – All teams rated 95 or lower; no players rated over 10 are allowed on a Legends D  
 765 division team  
 766

767 **20.24 Amendments Affecting Divisional Guidelines:** Prior to adoption of any amendment to alter the divisional  
 768 guidelines, the Competition Director shall report to the council the number of players that will be displaced by the  
 769 proposed change and the number of member associations that shall be impacted by the proposed change. No  
 770 amendment is in order until such report is received.

771 **20.25 Threshold for Amendments:** Any amendment to divisional guidelines requires a two-thirds (2/3) vote of  
 772 the Council for adoption and is effective in the calendar year following the year the amendment was adopted,  
 773 except that an amendment to divisional guidelines adopted at a winter meeting of the Council requires a ninety  
 774 percent (90%) vote to be effective at a sanctioned iPride Softball Tournament in the same calendar year as the  
 775 winter meeting.  
 776

777 **20.26 Ratings Workshop:** All new member associations and first-time voting representatives of any member  
 778 association are required to attend the ratings workshop held at their first regular meeting.  
 779

### 780 SECTION 3 – ATHLETIC PARTICIPATION AND ELIGIBILITY

781  
 782 **20.30 Professional players:** Professional softball or baseball players are ineligible to qualify for any Association  
 783 while pursuing their profession.  
 784

785 **20.31 Player age:** Players must be at least eighteen (18) years of age prior to roster submission deadline of the  
 786 iPride Softball tournament in which they are registered. Legends Division players must be at least 50 years of age  
 787 at any time in the calendar year of the iPride Softball tournament.  
 788

789 **20.32 Participation:** A player must participate in a minimum of fifty percent (50%) of their team's regular season  
 790 games; except for Legends Division, for which the minimum requirement is five (5) games. Participation is defined

791 as a player included on their team's game lineup card and present in or within close vicinity of their team bench or  
792 dugout.

793 a. Players on a tournament roster of a iPride Cup team in "A" or "B" Division may include their participation  
794 in the iPride Cup under rule 20.33(b) to meet the fifty percent (50%) participation requirement.

795

796 **20.33 Requirements for Teams:** No team may be considered a regular season roster team nor be eligible  
797 for a iPride Softball event unless the team completes at least ten (10) regular-season games against other  
798 teams within the member association. This preceding requirement may be waived by the Board of Directors  
799 in extraordinary circumstances. The games must be conducted according to the rules of USA Softball (ASA)  
800 or a similar sanctioning body.

801 a. An "A" or "B" Division team may meet its ten (10) game requirement by playing scheduled games  
802 against teams from other Associations, except for games played in any tournament.

803 b. Notwithstanding any other rule, any team competing at the iPride Cup in a "A" or "B" Division shall be  
804 credited four (4) games towards this ten (10) game requirement.

805

806 **20.34 Ratings Changes Affecting Players:** Should a player's rating change during the member association's  
807 iPride Softball qualifying season and the rating change force the player to move to a new division or a different  
808 team, the games played on either team or in either division in the same member association qualify towards the  
809 participation requirement.

810

811 **20.35 Ineligible Players for the E Division:** Any player who receives a YES answer to Question 3 of the Player  
812 Ratings Guidelines is not eligible to be rostered on a team in or compete with a team in the E Division. Any player  
813 who receives a YES answer to Question 5 of the Player Ratings Guidelines is not eligible to be rostered on a team in  
814 or compete with a team in the E Division nor the D Division.

## CHAPTER 25 – PLAYER RATING GUIDELINES

815  
816  
817  
818  
819  
820  
821  
822  
823  
824  
825  
826  
827  
828  
829  
830  
831  
832  
833  
834  
835  
836  
837  
838  
839  
840  
841  
842  
843  
844  
845  
846  
847  
848  
849  
850  
851  
852  
853  
854  
855  
856  
857  
858  
859  
860  
861  
862  
863

**25.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended at any meeting. Any amendment to this chapter requires a two-thirds (2/3) vote of the Council for adoption and is effective in the calendar year following the year the amendment was adopted, except that an amendment adopted at a winter meeting of the Council requires a ninety percent (90%) vote to be effective at a sanctioned iPride Softball Tournament in the same calendar year as the winter meeting.

## SECTION 1 – DEFINITIONS

**25.10 Definitions:** The following definitions apply to this chapter:

- a. Accuracy – A throw that is within one to two steps of the intended target.
- b. At-bat – An at-bat is charged to a player following every plate appearance except when: 1) the player hits a sacrifice fly that scores a runner, 2) the player is awarded a base on balls, or 3) the third out occurs and the batter is not entitled to run to first base. Exception #3 shall not be considered if the batter is out due to a strike being a foul ball which ends the at-bat. In the event of any discrepancy between this definition and the official scoring rules of the USA Softball (ASA) and definition contained therein, the latest version of the USA Softball (ASA) rules shall control.
- c. Base Safely Reached on Error – A batter shall be credited with a base safely reached on error on the part of a defensive player(s) who is charged with an error by the scorekeeper.
- d. Behind the player (for fly balls) – The area on the field starting directly to the right of the player, proceeding in a 180-degree arc behind the player and ending directly to the left of the player.
- e. Cleanly fielding the ball – The player receives and controls the ball immediately while over his/her center of gravity (i.e., not on their knees, on the ground or off-balance) and does not cause any delay in making the next play (e.g., tags the runner, steps on the base, throws the ball to the appropriate place on the field).
- f. Deliver multiple pitch techniques with accuracy – The ability to use arc, spin, location and movement of the ball to deliver various pitches (e.g. curve, change up, cutter / reverse curve, knuckle ball) that are called strikes or cause the batter to swing.
- g. Directly at the Player – A ball hit at a player that does not require the player to move his/her feet, although it may cause the player to reach in any direction to make the play.
- h. Fly Ball – Any batted ball that is in the air for more than 3 seconds.
- i. Ground Ball – A ball hit with downward trajectory that hits the ground before a fielder touches it.
- j. High Velocity – a ball hit greater than 250 feet (76.2m) in the air or a ground ball that would roll to a distance greater than 250 feet (76.2m), if not impeded
- k. Hit – A batted ball that allows the batter to reach base safely: 1) on a fair ball which settles on the ground, clears the fence, or strikes the fence before being touched by a fielder, 2) on a fair ball which is hit with such force or such slowness or which takes an unnatural bounce that it is impossible to field with ordinary effort in time to make an out, or 3) when a fair ball which has not been touched by a fielder becomes dead because of touching the person or clothing of an umpire. A hit shall not be scored: 1) when a runner is forced out on a batted ball or would have been forced out except for a defensive error, 2) when a player fielding a batted ball retires a preceding runner with ordinary effort, 3) when a fielder fails in an attempt to retire a preceding runner, and in the scorer’s judgement, the batter-runner could have been retired at first base, or 4) when a batter reaches first base safely as a result of a preceding runner being called out for interfering with a batted or thrown ball, or with a defensive player. In the event of any discrepancy between this definition and the official scoring rules of the USA Softball (ASA) and the definition contained therein, the latest version of the USA Softball (ASA) rules shall control.
- l. In the Hole – A ball hit that requires a player to take 4-5 steps (12 feet (3.7m) or greater) in order to make the play.

- 864 m. Line Drive – a ball that from the point of contact rises vertically less than 10% of the total horizontal  
865 distance it travels, or in the case of a throw, a ball that from the point of release rises vertically less than  
866 5% of the total horizontal distance it travels.
- 867 n. Low Velocity – a ball hit up to 150 feet (45.7m) or less in the air or a ground ball that would roll to a  
868 distance of less than 150 feet (45.7m), if not impeded.
- 869 o. Medium Velocity – a ball hit 150 to 250 feet (45.7 to 76.2 meters) in the air or a ground ball that would  
870 roll to a distance of 150 to 250 feet (45.7 to 76.2 meters), if not impeded.
- 871 p. Modified batting average – The percentage resulting from the sum of a player’s: 1) hits and 2) bases safely  
872 reached on error divided by the player’s at-bats.
- 873 q. Off center of gravity – The player fields the ball from his/her knees, off one foot, while moving the  
874 opposite direction from the throw or while in the air.
- 875 r. Stopping the ball – The player prevents the ball from continuing beyond the player and causes it to  
876 remain in the vicinity of the player. The player is not able, however, to make the next play without delay.
- 877 s. Vicinity – within a step in any direction laterally of the player receiving the throw
- 878 t. Within a few steps – A ball hit that requires a player to take 2 – 3 steps (9 – 10 feet or 2.7 – 3 meters) in  
879 order to make the play.

880  
881 *(NOTE: In reference to the modified batting average, a batted ball resulting in a fielder’s choice is not included in*  
882 *the definition of a hit and therefore is not included in the number of hits a player is recorded to calculate the*  
883 *modified batting average. The USA Softball Rules and iPride Softball Governing Manual do not define a fielder’s*  
884 *choice. A Fielder’s Choice is understood to be an outcome of a batted ball where a preceding runner was put-*  
885 *out (or could have been in the judgement of the scorer) rather than the batter-runner. See lines 806-813 for these*  
886 *results of a batted ball that do not constitute a hit. This note is explanatory on the definition of modified batting*  
887 *average and is not considered a governing rule. Added by Board of Directors February 17, 2019)*  
888

## 889 SECTION 2 – PLAYER RATING GUIDELINES

890  
891 **25.20 Rating Guidelines:** The following are the official rating guidelines of this organization:  
892

### 893 *Directions:*

- 894 1. Read the following Statement of Purpose: *This form is intended to be used as a tool to assist those*  
895 *responsible for rating players so ratings may be fair and consistent across all levels of play and across*  
896 *all leagues in the Open Division. All questions are intended to determine if a player possesses a skill or*  
897 *skills necessary for softball.*
- 898 2. Read and understand the definitions of the various terms used in ratings in the definitions section of  
899 this chapter.
- 900 3. Answer YES or NO for each question.
- 901 4. Many questions have multiple parts. A YES to ANY one part is a YES to the question.
- 902 5. Questions: All questions will begin with the phrase: DOES THE PLAYER HAVE THE ABILITY TO...

**DIRECTIONS: Review each of the following questions for every player.**

**Does the player have the ability to perform the listed skill at the specified threshold for that question? If so, the player receives a YES for the question. A YES to any part of a question is a YES to that question.**

HITTING						
	Question 1	Question 2	Question 3	Question 4	Question 5	
	Hits a fair or foul ball with low velocity. <b>(60% threshold)</b>	Hits a fair or foul ball with medium velocity. <b>(60% threshold)</b>	Hits a fair or foul ball with high velocity. <b>(20% threshold)</b>	Hits a fair or foul ball with high velocity. <b>(60% threshold)</b>	Hits a ball in the air 300' (91.4m) or more. <b>(5% threshold)</b>	<i>NOTE: Players with a YES to Question 3 cannot participate in the E Division. Players with a YES to Question 5 cannot participate in the D or E Divisions. See Governing Manual Section 20.35.</i>
Modified Batting Average	<i>Batting against</i>	Question 6	Question 7	Question 8	Question 9	<i>NOTE: The following questions are linked: 1 – 4, 6 – 9, 10 – 12, 13 – 20, and 21 – 26. A YES to the highest question in a linked set earns the player all those questions (i.e., a player with YES on Q20, will also be given Q13 – Q20)</i>
	E Division	≥ .700	≥ .800	≥ .900	≥ .950	
	D Division	≥ .600	≥ .700	≥ .800	≥ .900	
	C Division	≥ .500	≥ .600	≥ .700	≥ .800	
	B Division	≥ .400	≥ .500	≥ .600	≥ .700	
	A Division	≥ .300	≥ .400	≥ .500	≥ .600	

**RUNNING SPEED**

**(No Threshold; Ability to do it one time qualifies for a YES)**

**DIRECTIONS: Ability to run from a stopped and standing ready position, runs from home plate to first base, one base to the next, or third base to home plate (i.e., 70 feet or 21.3 meters) in less than:**

Question 10	Question 11	Question 12
4.5 Seconds	4.0 seconds	3.5 seconds

**FIELDING (Questions 13 – 20 are a 60% Threshold)**

<b>FIELDING (INFIELD)</b>	<b>Question 13</b>	<b>Question 14</b>	<b>Question 15</b>	<b>Question 16</b>	<b>Question 17</b>	<b>Question 18</b>	<b>Question 19</b>	<b>Question 20</b>
Ground Ball/Line Drive Low Velocity	Cleanly fields a ball hit with low velocity directly at the player <b>OR</b> Stops the ball hit with low velocity directly at the pitcher.	Cleanly fields a ball hit with low velocity within a few steps (9 – 10 feet or 2.7-3 meters) of the player <b>OR</b> Cleanly fields a ball hit with low velocity directly at the pitcher.	Cleanly fields a ball hit with low velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player.					
Ground Ball/Line Drive Medium Velocity			Cleanly fields a ball hit with medium velocity directly at the player <b>OR</b> Stops the ball hit with medium velocity directly at the pitcher.	Cleanly fields a ball hit with medium velocity within a few steps (9-10 feet or 2.7-3 meters) of the player <b>OR</b> Cleanly fields a ball hit with medium velocity directly at the pitcher.	Cleanly fields a ball hit with medium velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player.			
Ground Ball/Line Drive High Velocity			Stops the ball hit with high velocity directly at the player.	Cleanly fields a ball hit with high velocity directly at the player <b>OR</b> Stops the ball hit with high velocity directly at the pitcher.	Stops a ball hit with high velocity within a few steps (9-10 feet or 2.7-3 meters) of the player <b>OR</b> Cleanly fields a ball hit with high velocity directly at the pitcher.	Cleanly fields a ball hit with high velocity within a few steps (9-10 feet or 2.7-3 meters) of the player.	Stops a ball hit with high velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player.	Cleanly fields a ball hit with high velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player.
Fly Ball	Catches a fly ball hit directly at the player.	Catches a fly ball hit zero feet up to 15 feet (4.6 meters) to the sides/front of the player.	Catches a fly ball hit >15 feet up to 30 feet (>4.6 meters) up to 9.1 meters) to the sides/front of or 15 feet (4.6 meters) behind the player.	Catches a fly ball hit >30 feet up to 45 feet (>9.1 meters) up to 13.7 meters) to the sides/front of or 30 feet (9.1 meters) behind the player.	Catches a fly ball hit >45 feet up to 60 feet (>13.7 meters) up to 18.3 meters) to the sides/front of or 45 feet (13.7 meters) behind the player.	Catches a fly ball hit 60 feet up to 75 feet (>18.3 meters) up to 22.9 meters) to the sides/front of or 60 feet (18.3 meters) behind of the player.	Catches a fly ball hit >75 feet up to 90 feet (>22.9 meters) up to 27.4 meters) to the sides/front of or 75 feet (22.9 meters) behind of the player.	Catches a fly ball hit >90 feet (27.4 meters) to the sides/front of or >75 feet (22.9 meters) behind of the player.

<b>FIELDING (OUTFIELD)</b>	<b>Question 13</b>	<b>Question 14</b>	<b>Question 15</b>	<b>Question 16</b>	<b>Question 17</b>	<b>Question 18</b>	<b>Question 19</b>	<b>Question 20</b>
Ground Ball Medium Velocity	Cleanly fields a ball hit with medium velocity directly at the player.	Cleanly fields a ball hit with medium velocity zero feet up to 15 feet (4.6 meters) of the player	Cleanly fields a ball hit with medium velocity >15 feet up to 30 feet (>4.6 meters) up to 9.1 meters) of the player	Cleanly fields a ball hit with medium velocity >30 feet up to 45 feet (>9.1 meters) up to 13.7 meters) of the player	Cleanly fields a ball hit with medium velocity >45 feet up to 60 feet (>13.7 meters) up to 18.3 meters) of the player	Cleanly fields a ball hit with medium velocity 60 feet up to 75 feet (>18.3 meters) up to 22.9 meters) of the player	Cleanly fields a ball hit with medium velocity >75 feet up to 90 feet (>22.9 meters) of the player	
Ground Ball High Velocity		Cleanly fields a ball hit with high velocity directly at the player.	Cleanly fields a ball hit with high velocity zero up to 15 feet (4.6 meters) of the player	Cleanly fields a ball hit with high velocity >15 feet up to 30 feet (>4.6 meters) of the player	Cleanly fields a ball hit with high velocity >30 feet up to 45 feet (>9.1 meters) of the player	Cleanly fields a ball hit with high velocity >45 feet up to 60 feet (>13.7 meters) of the player	Cleanly fields a ball hit with high velocity >60 feet up to 75 feet (>18.3 meters) of the player	Cleanly fields a ball hit with high velocity >75 feet up to 90 feet (>22.9 meters) of the player
Fly Ball	Catches a fly ball hit directly at the player.	Catches a fly ball hit zero feet up to 15 feet (4.6 meters) to the sides/front of the player.	Catches a fly ball hit >15 feet up to 30 feet (>4.6 meters) up to 9.1 meters) to the sides/front of or 15 feet (4.6 meters) behind the player.	Catches a fly ball hit >30 feet up to 45 feet (>9.1 meters) up to 13.7 meters) to the sides/front of or 30 feet (9.1 meters) behind the player.	Catches a fly ball hit >45 feet up to 60 feet (>13.7 meters) up to 18.3 meters) to the sides/front of or 45 feet (13.7 meters) behind the player.	Catches a fly ball hit 60 feet up to 75 feet (>18.3 meters) up to 22.9 meters) to the sides/front of or 60 feet (18.3 meters) behind the player.	Catches a fly ball hit >75 feet up to 90 feet (>22.9 meters) up to 27.4 meters) to the sides/front of or 75 feet (22.9 meters) behind the player.	Catches a fly ball hit >90 feet (27.4 meters) to the sides/front of or >75 feet (22.9 meters) behind the player.

**THROWING AND PITCHING (Questions 21 – 26 are a 40% Threshold)**

<b>Question 21</b>	<b>Question 22</b>	<b>Question 23</b>	<b>Question 24</b>	<b>Question 25</b>	<b>Question 26</b>
Throw 50 feet (15.2 meters) with line drive (regardless of accuracy)	Throw 50 feet (15.2 meters) with line drive <i>and</i> accuracy	Throw 70 feet (21.3 meters) with line drive <i>and</i> accuracy	Throw 100 feet (30.5 meters) with line drive <i>and</i> accuracy	Throw 150 feet (45.7 meters) with line drive <i>and</i> accuracy	Throw >200 feet (61 meters) with line drive <i>and</i> accuracy
	Pitch a strike and/or cause the batter to swing	Vary the height, depth and location of the pitch while pitching a strike and/or causing the batter to swing	Deliver multiple pitch techniques while pitching a strike and/or causing the batter to swing		
Throw 70 feet (21.3 meters) (regardless of arc or accuracy)	Throw 70 feet (21.3 meters) with line drive (regardless of accuracy)	Throw 100 feet (30.5 meters) with line drive (regardless of accuracy)	Throw 150 feet (45.7 meters) with line drive (regardless of accuracy)	Throw >200 feet (61 meters) with line drive (regardless of accuracy)	Throw 150 feet (45.7 meters) with line drive and accuracy while off center of gravity (e.g., from knees, from one foot)
	Throw 100 feet (30.5 meters) (regardless of arc or accuracy)	Throw 150 feet (45.7 meters) (regardless of arc or accuracy)	Throw >200 feet (61 meters) (regardless of arc or accuracy)	Throw 100 feet (30.5 meters) with line drive and accuracy while off center of gravity (e.g., from knees, from one foot)	

## CHAPTER 30 – GAY SOFTBALL WORLD SERIES

820  
821  
822  
823  
824  
825  
826  
827  
828  
829  
830  
831  
832  
833  
834  
835  
836  
837  
838  
839  
840  
841  
842  
843  
844  
845  
846  
847  
848  
849  
850  
851  
852  
853  
854  
855  
856  
857  
858  
859  
860  
861  
862  
863  
864  
865  
866  
867  
868  
869  
870  
871  
872

**30.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council meeting, except that any amendment adopted at summer meeting of the Council must achieve a ninety percent (90%) vote to be effective at the Gay Softball World Series immediately following that meeting.

**30.02 Authority:** The actual contest between teams during the GSWS is solely under the jurisdiction of the Athletic Director. The Board of Directors may, upon request of the Athletic Director, alter and change the format and rules of the tournament as needed to accomplish play and ensure completion of the tournament in times of, including, but not limited to, nature-related incidents, acts of terror or civil emergency, and other emergency situations. Complete cancellation of the tournament may only be authorized by the Board of Directors. The Board of Directors shall outline the roles and responsibilities for all personnel of the tournament.

**30.03 Expenses:** The organization will assume all real and necessary expenses directly related to the conduct of the tournament and any other expenses assumed by the organization in the host city contract.

**30.04 Umpire Selection:** The Umpire-in-Chief (UIC) shall select umpires in a manner consistent with the rules, regulations and acts of the Open Division. Umpires may be nominated through the member association in whose geographic area they are accredited. Recommendations may come from their league commissioner, the league UIC, previous GSWS UIC or previous/current Athletic Director. The Board of Directors shall create policies for umpire selection that welcome umpires from all diverse representations of this organization and ensure competent administration and officiation of the game.

**30.05 Team Manager Responsibilities:** Team Managers will be held responsible for the conduct of their Team members at all times during the GSWS both on and around the playing field. In case of a disputed play or decision, only the Team Manager may consult game officials; other players, coaches or sponsors may not participate in the discussion. Team Managers are to report any unsportsmanlike or derogatory acts by players or spectators to the AD. Team Managers or their designated representatives must attend the pre-GSWS Managers' meeting on behalf of his/her team. If the manager named on the team's GSWS roster will not be managing the team in the GSWS, a proxy manager must be named at the Manager's Meeting. Team managers must verify the accuracy and eligibility of the GSWS roster.

**30.06 Life Saving Equipment:** All field complexes must have Automated External Defibrillators (AED's) and staff available who are certified in the use of such equipment.

### SECTION 1 – HOST CITY SELECTION

**30.10 Host City Partnership Agreement:** The GSWS Host City Partnership Agreement is a standalone document, under the jurisdiction of the Board of Directors, which shall be signed by any potential Host City prior to and filed with the Intent to Bid. Amendments to the Host City Partnership Agreement can be authored and adopted with the consent of both parties.

**30.11 Host City Bid Process:** A potential Host City shall complete and submit an Intent to Bid form by the stated deadline and remit a non-refundable deposit, in an amount to be determined by the Board of Directors, to the iPride Softball Treasurer prior to the start of the winter meeting. The Intent to Bid shall be accompanied by a signed copy of the host city contract and a written list of all promises and guarantees that shall be made by the potential Host City in the course of their bid presentation. Bids may be for one year or multiple years.

**30.12 Bid Presentations:** All member associations, having properly submitted the Intent to Bid, deposit, and accompanying document(s) shall be allowed to present their bids to the Council at the Summer Meeting two (2) years prior to the intended GSWS. The Board of Directors will set time during the Summer Meeting for a Q and A session with the bidding associations.

- a. If the state or province where the GSWS is being conducted requires insurance above and beyond what

873 the Council has previously authorized this situation should be presented in the initial bid by the member  
874 association(s) seeking to host the GSWS.

875 b. Should the Host City choose to bid for multiple GSWS years at once, the Council must be made aware by  
876 the Board of Directors of a multi-year bid as part of the bid approval process.

877

878 **30.13 Bid Restrictions:** No association will hold a GSWS in another member association's metropolitan area  
879 without permission of that member association.

880

881 **30.14 No-Bid Authorizations:** In the event no association submits an Intent to Bid form for the GSWS, the iPride  
882 Softball Board of Directors will select the Host City for the event. In such cases, iPride Softball assumes all  
883 responsibilities and costs for hosting said GSWS and the Board of Directors is exempt from the restrictions listed in  
884 this chapter.

885

886 **30.15 Host City (Bid) Selection:** The GSWS Host Cities shall be selected by majority vote of the Council before  
887 the conclusion of the Summer Meetings but after the Q&A presentation.

888

## 889 SECTION 2 – TOURNAMENT FORMAT

890

891 **30.20 Divisions:** The GSWS shall be conducted with teams divided by the divisional guidelines of this  
892 organization in the following divisions: "A", "B", "C", "D", "E", "Legends-C", and "Legends-D" Divisions.

893 a. If there are less than four (4) teams registered in the Legends-D Division, the division shall be consolidated  
894 into the Legends-C Division. Teams originally registered for the Legends-D Division may, upon notice of  
895 the consolidation, elect to withdraw from the tournament and receive a full refund of the team and other  
896 required fees and deposits without penalty.

897

898 **30.21 Pool Play:** For all divisions, the pool play draw is based on team ratings, except for A and B Division pool  
899 play assignments, the top three (3) seeds will be assigned to the top teams from iPride Cup in their respective  
900 division, if applicable. For Legends-C and Legends-D Divisions, pool play shall begin no earlier than Wednesday of  
901 the week of the GSWS except that when more than 20 teams are registered in either Legends Division then pool  
902 play shall begin no earlier than Tuesday of the same week. Pool play shall consist of four (4) games per team,  
903 where possible, with a minimum of two (2) pool play games. The Athletic Director shall assign each team an equal  
904 number of games per team as the home team and the visiting team and in the case of any odd number of games  
905 per team, the Athletic Director shall randomly assign the team as home or the visiting team.

906 a. Forfeiting any pool play game will result in an automatic disqualification of the team from that year's  
907 double elimination tournament. Appeals of an automatic disqualification may be presented to the Athletic  
908 Director before the beginning of the double elimination games if accompanied by a non-refundable \$50  
909 fee. If an appeal is upheld, the team will be reinstated in the GSWS with the pool play record as recorded.  
910 If an appeal is denied, the team is disqualified.

911

912 **30.22 Double Elimination:** The Athletic Director will hold and publish the results of a double elimination bracket  
913 draw. Seeding into Double Elimination will be determined by the results of pool play using the following method:

- 914 a. For teams with the highest **win percentage** will receive the higher seed
- 915 b. For teams with the same win percentage, the team with the **fewest losses** will receive the higher seed
- 916 c. For teams with the same win percentage and number of losses, the team with the **most wins** will receive  
917 the higher seed
- 918 d. For teams with the same win percentage, number of losses, and number of wins, the team with the **most**  
919 **ties** will receive the higher seed.
- 920 e. For teams with the same win percentage, number of losses, number of wins, and number of ties, the  
921 team with the **fewest runs allowed** will receive the higher seed
- 922 f. For teams with the same win percentage, number of losses, number of wins, number of ties, and number  
923 of runs allowed, the team with the **higher rating** will receive the higher seed

924 g. For teams with the same win percentage, number of losses, number of wins, number of ties, number of  
925 runs allowed, and team rating, a **random draw** will determine the team that will receive the higher seed.

926 Any team eliminated in pool play will be assigned the lowest seed in the Double Elimination Bracket. If two teams  
927 from the same member association are seeded to play each other for their first game of the Double Elimination  
928 bracket, the lower seeded team will be dropped one seed. If two teams from the same member association are  
929 seeded to play each other for their first game of the Double Elimination bracket and both teams occupy the lowest  
930 two seeds in that division, then the higher seed of the two shall be elevated one more position in the seeding.

931 The Athletic Director is authorized to schedule the tournament such that some teams may be eliminated on the  
932 first day of Double Elimination play. For all games in double elimination, the home team shall be the higher seeded  
933 team between the two (2) opposing teams, except that no team that is undefeated in double-elimination may be  
934 the away team when facing an opponent with a recorded loss in double elimination, who is seeded higher.

935 **30.23 Trophies:** Trophies will be given in all divisions and awarded after the conclusion of the Double  
936 Elimination Tournament. Team Trophies will be given for the 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> place winners for each division.  
937 Individual awards will be given to the rostered members of the trophy-winning teams in each division.  
938

### 939 SECTION 3 – REGISTRATION

940  
941 **30.30 Player Registration and Check In:** Each member of each GSWS team shall be required to register by the  
942 Friday before the GSWS, and complete Participant Check In prior to playing in the GSWS. During registration,  
943 players must verify their rating, pick up player status, select an identification of "LGBT", "Ally", or "Prefer not to  
944 Disclose", review the required waiver information, declare any and all associations in which the player played  
945 during the qualifying season(s) for that year's GSWS, and verify the accuracy of all information and provide their  
946 signature, or electronic equivalent, to complete the registration. Upon Participant Check In, each member of each  
947 GSWS team shall be required to Check In by presenting a government-issued form of photo identification (such as  
948 a Driver's License, identification card, or passport) and confirmation of registration for the purposes of establishing  
949 identity.  
950

951 **30.31 Registration and Check In Terms and Exceptions:** Player registration will be closed at midnight on the  
952 Friday prior to the start of the GSWS. Player Check In will be closed prior to the start of the first double elimination  
953 game in that player's division. The Competition Director shall have the authority to allow late Check In to a player  
954 with a travel delay demonstrated to be beyond their control.  
955

956 **30.32 Competition Director Review:** The Competition Director shall review GSWS rosters and the iPride Portal  
957 for any rostering and rating of players on more than one (1) GSWS roster and/or ratings in more than one (1)  
958 association and report the violation to the Commissioner(s) of the association(s) in which the player is rostered  
959 and rated, the Commissioner of iPride Softball, the committee charged with membership related matters, and the  
960 Ethics Committee.  
961

### 962 SECTION 4 – TEAM ENTRIES

#### 964 30.40 Entry Fees:

965  
966 a. **Team Entry Fees:** Member Associations shall reserve GSWS tournament berths by paying an entry fee as  
967 determined by the Board of Directors and by the deadline established by the board, unless exempted  
968 from the fee. Late payments of the Team Entry Fee are subject to fine. Cancellations of team entry shall  
969 result in refund of the team fee if cancelled before the deadline set by the Board of Directors.  
970 Cancellations after the deadline are not refundable.

971 b. **Participant Entry Fees:** Each member of each GSWS Team shall pay an entry fee as determined by the  
972 Board of Directors and by the deadline established by the board, unless exempted from the fee.  
973

974 **30.41 Host Hotel Deposits:** Each Association, except for the Host City, shall also provide a hotel deposit for each  
 975 of its GSWS teams as determined by the Board of Directors and by the deadline established by the board. The hotel  
 976 deposit for each team, or on a cumulative basis for an Association, shall be fully refunded to the Association only  
 977 when the Association provides receipts totaling the number of nights per team in rooms booked within the official  
 978 block of qualifying rooms as determined by the Board of Directors and the receipts are provided to the Treasurer by  
 979 the deadline established by the Board of Directors.

980  
 981 **30.42 World Series Berth Allocation:** Teams may participate in the GSWS by earning a berth through one of the  
 982 following:

- 983 a. Association Berth Allotment: Member associations are allotted a certain number of GSWS berths. In turn,  
 984 each member association shall be responsible for its own determination on utilizing its allotted GSWS  
 985 berths.
- 986 b. The top four (4) GSWS teams in the B, C, D, and E Divisions receive an automatic berth to the following  
 987 year's GSWS. These berths do not count against the Member Association's berth allotment. To utilize the  
 988 automatic berth, the GSWS team must: play in the next highest Division the following year or include at  
 989 least 4 players from the previous year's GSWS roster. Any B team awarded an automatic berth by this  
 990 provision shall be exempt from the minimum team rating requirement for the A Division.
- 991 c. The top four (4) iPride Cup teams in the B and A Divisions receive an automatic berth to the same year's  
 992 GSWS. These berths do not count against the Member Association's berth allotment. To utilize the  
 993 automatic berth: the iPride Cup and the GSWS Rosters for the team must adhere to the guidelines for a  
 994 Standard Roster, the players from both rosters must meet all eligibility requirements for the GSWS and  
 995 the GSWS roster must not include more than 4 pickup players from the same Member Association. Any  
 996 berth awarded in this sub-section shall be forfeited if any player on the Roster for the awarded iPride Cup  
 997 team is listed on a Standard Roster in a different Member Association for purposes of qualifying for the  
 998 GSWS.
- 999 d. International Pass Trial Run Berth Allotment (one time trial): Allocate one GSWS berth each to four  
 1000 selected International Associations for participation in GSWS 2025. This allocation is a one-time event,  
 1001 ensuring each association has a singular opportunity to participate. In the event that one of these  
 1002 International Associations can NOT participate in the 2025 GSWS, that berth may be re-allocated to  
 1003 another Board approved International Association.

1004  
 1005 **30.43 Association Berth Allotments:** Each member association is allotted a certain number of GSWS berths as  
 1006 listed in the table below. In calculating berth allotments, all properly entered regular season teams in the iPride  
 1007 Portal of a member association shall be considered in determining the number of berths allotted.

1008

ASSOCIATION BERTH ALLOTMENTS							
Team entries may not exceed maximum limits for each division nor the total maximum berths.							
TEAMS IN MEMBER ASSOCIATION	A DIVISION	B DIVISION	C DIVISION	D DIVISION	E DIVISION	LEGENDS C DIVISION	LEGENDS D DIVISION
1-9 Teams	UNLIMITED	UNLIMITED	2 teams total distributed any way between C/D/E Division			2	2
10-18 Teams			3 teams total distributed any way between C/D/E with a max of 2 per Division				
19-28 Teams			5 teams total distributed any way between C/D/E with a max of 2 per Division				
29+ Teams			7 teams total distributed any way between C/D/E with a max of 3 per Division				
<i>The GSWS Host City may add one (1) additional team to the division of their choice.</i>							

1009  
 1010 **30.44 No-Repeat Rule:** No team awarded first, second, third, or fourth place in the B, C, D, or E Division of the  
 1011 GSWS shall be eligible to compete in the same or lower division at the following two (2) year's GSWS. For the  
 1012 Legends D Division, the first and second place team shall not be eligible to compete in the same or lower division  
 1013 at the following two (2) year's GSWS. For the purpose of this rule, an ineligible returning team shall be defined as  
 1014 consisting of four (4) or more players from a GSWS roster of a team awarded first, second, third, or fourth place in  
 1015 the previous two (2) GSWS in the B, C, D, or E and the first or second place in Legends D Division.

1016  
 1017

## CHAPTER 40 – iPride Cup

1018  
 1019  
 1020 **40.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council  
 1021 meeting.

1022  
 1023 **40.02 Purpose:** The iPride Cup is a tournament designed to provide opportunity for smaller divisions, focused  
 1024 the A, B, Legends C and Legends D Divisions.

### SECTION 1 – ADMINISTRATION AND TEAMS

1025  
 1026  
 1027  
 1028 **40.10 Administration:** The Board of Directors will determine the location and date of the iPride Cup. All teams  
 1029 will pay a fee for participating in the iPride Cup, as determined by the Board of Directors. The Board of Directors  
 1030 may, upon request of the Athletic Director, alter and change the format and rules of the tournament as needed to  
 1031 accomplish play and ensure completion of the tournament in times of, including, but not limited to, nature-related  
 1032 incidents, acts of terror or civil emergency, and other emergency situations. Complete cancellation of the  
 1033 tournament may only be authorized by the Board of Directors. The Board of Directors shall outline the role and  
 1034 responsibility for all personnel of the tournament.

1035  
 1036 **40.11 Teams:** Registration is open to all A, B, Legends C, and Legends D Divisions. Teams must register by the  
 1037 deadline set by the Competition Director. All teams must submit their iPride Cup roster by the deadline established  
 1038 by the Board of Directors.

1039  
 1040 **40.12 iPride Cup Roster:** A and B Division teams entered in the iPride Cup should register with the same roster  
 1041 that they intend to submit as a regular season roster and may add only up to four (4) pick-up players to its roster  
 1042 that will not be a part of the team's regular season roster. A roster for the iPride Cup must have at least ten (10)  
 1043 players rostered and a maximum of three (3) players declared as "Ally" or "Prefer not to Disclose". No player may  
 1044 be listed on more than one (1) iPride Cup Roster. The roster may not be comprised of more than twenty (20)  
 1045 players, except those managers and/or coaches who are not eligible to play or who do not play as a player do not  
 1046 count towards this requirement and each iPride Cup roster may name two (2) non- playing members in addition to  
 1047 the maximum of 20 players. The Board of Directors shall determine the manner and form for submission of the  
 1048 rosters, deadline for submission of the roster, and any sanctions for errors, omissions, and/or changes. Legends  
 1049 Division teams will adhere to the Legends Division Roster rules as outlined in section 20.17.

1050  
 1051 **40.13 iPride Cup Winning Teams:** A iPride Cup trophy for overall first, second and third place will be awarded to  
 1052 all divisions competing in iPride Cup. If the 3 highest placing teams are eliminated in the same round of the bracket  
 1053 (given it is a mixed division tournament), the tie breaker will be as follows:

- 1054  
 1055       a. Overall double elimination record,  
 1056       b. Ratings from highest to lowest,  
 1057       c. Random draw.

### SECTION 2 – RULES AND TOURNAMENT FORMAT

1059  
 1060  
 1061 **40.20 Rules:** All USA Softball (ASA) and iPride Softball rules as listed in this manual apply to the iPride Cup unless

1062 explicitly stated in this section.

1063

1064 **40.21 Explicit iPride Cup Rules:** These rules are those that preempt USA Softball (ASA) and iPride Softball rules  
1065 in the iPride Cup.

- 1066 a. Each team is guaranteed five (5) games.
- 1067 b. Pool play will have a mixture of A and B Division teams.
- 1068 c. Home team will be decided by a double flip for pool play games. For all games in double elimination, the  
1069 home team shall be the higher seeded team between the two (2) opposing teams, except that no team  
1070 that is undefeated in double-elimination may be the away team when facing an opponent, with a  
1071 recorded loss in double elimination, who is seeded higher.
- 1072 d. Uniforms need not be like colored. However, an Arabic whole number (0-99) of contrasting color at least 6  
1073 inches high must be worn and visible. Identical numbers are not permitted.
- 1074 e. All field complexes must have Automated External Defibrillators (AED's) and staff available who are  
1075 certified in the use of such equipment.

1076

1077 **40.22 Seeding Process:** For pool play games, seeds shall be determined by the ratings of the teams. In  
1078 double elimination games, all seeds will be determined by the win-loss-tie record of the teams. The Double  
1079 Elimination bracket shall be a combined bracket for the A and B Divisions.

1080

## 1081 CHAPTER 45 – IPRIE DRAFT TOURNAMENT

1082

1083 **45.01 Jurisdiction:** This chapter shall be the jurisdiction of the iPride Softball Executive Board and may be  
1084 amended by majority vote at any board meeting.

1085

1086 **45.02 Authority:** The actual contest between teams during the iPride Draft is solely under the jurisdiction of the  
1087 Athletic Director. The Board of Directors may, upon request of the Athletic Director, alter and change the format  
1088 and rules of the tournament as needed to accomplish play and ensure completion of the tournament in times of,  
1089 including, but not limited to, nature-related incidents, acts of terror or civil emergency, and other emergency  
1090 situations. Complete cancellation of the tournament may only be authorized by the Board of Directors. The Board  
1091 of Directors shall outline the roles and responsibilities for all personnel of the tournament.

1092

1093 **45.03 Expense:** The organization will assume all real and necessary expenses directly  
1094 related to the conduct of the tournament.

1095

1096 **45.04 Umpire Selection:** The Umpire-in-Chief (UIC) shall select umpires in a manner  
1097 consistent with the rules regulations and acts of iPride Softball. The Board of Directors shall create policies for  
1098 umpire selection that welcome umpires from all diverse representations of this organization and ensure  
1099 competent administration and officiation of the game.

1100

1101 **45.05 Player Responsibilities:** Each player will be held responsible for their conduct at all times during the iPride  
1102 Draft both on and around the playing field. In case of a disputed play or decision, only the appointed Team  
1103 Manager may consult game officials; other players, coaches or sponsors may not participate in the discussion.  
1104 Players are to report any unsportsmanlike or derogatory acts by other players or spectators to the Athletic  
1105 Director.

1106

1107 **45.06 Life Saving Equipment:** All field complexes must have Automated External Defibrillators (AED's) and staff  
1108 available who are certified in the use of such equipment.

1109

## 1110 SECTION 1 – HOST CITY SELECTION

1111

1112 **45.10 Host City Selection:** The iPride Draft host city shall be selected by majority vote of the Board of Directors  
1113 in accordance with the bid process timeline determined by the Board of Directors.

1114  
1115  
1116  
1117  
1118  
1119  
1120  
1121  
1122  
1123  
1124  
1125  
1126  
1127  
1128  
1129  
1130  
1131  
1132  
1133  
1134  
1135  
1136  
1137  
1138  
1139  
1140  
1141  
1142  
1143  
1144  
1145  
1146  
1147  
1148  
1149  
1150  
1151  
1152  
1153  
1154  
1155  
1156  
1157  
1158  
1159  
1160  
1161  
1162  
1163  
1164

## SECTION 2 – TOURNAMENT FORMAT

**45.20 Divisions:** The iPride Draft may have divisions in any form that the Board of Directors deems appropriate to successfully hold the tournament.

**45.21 Pool Play:** Pool Play will consist of at least two games for each team participating in the tournament with each team being designated as the home team at least once.

**45.22 Double Elimination:** The Athletic Director shall seed teams into the double elimination bracket based on the results of pool play using the following method:

- a. For teams with the highest win percentage will receive the higher seed
- b. For teams with the same win percentage, the team with the fewest losses will receive the higher seed
- c. For teams with the same win percentage and number of losses, the team with the most wins will receive the higher seed
- d. For teams with the same win percentage, number of losses, and number of wins, the team with the most ties will receive the higher seed
- e. For teams with the same win percentage, number of losses, number of wins, and number of ties, the team with the fewest runs allowed will receive the higher seed.
- f. For teams with the same win percentage, number of losses, number of wins, number of ties, and number of runs allowed, a random draw will determine the team that will receive the higher seed

**45.23 Trophies:** Each individual on a winning softball team will earn a berth entry into another iPride Draft that must be redeemed within 1 year. Trophies and Individual Awards may be given for a number of places per division (if applicable) as decided by the Board of Directors

## SECTION 3 – REGISTRATION

**45.30 Player Registration and Check In:** Each member of each iPride Draft team shall be required to register 45 days prior to the start of the iPride Draft, and complete Participant Check In prior to playing in the iPride Draft. {Softball registration is open to only members who have a player ID and are listed within the iPride portal.} During registration, players must review the required waiver information, verify the accuracy of all information and provide their signature, or electronic equivalent, to complete the registration. Upon Participant Check In, each member of each iPride Draft team shall be required to Check In by presenting a government-issued form of photo identification (such as a Driver's License, identification card, or passport) and confirmation of registration for the purposes of establishing identity.

**45.31 Registration and Check In Terms and Exceptions:** Player registration will be closed 45 days prior to the start of the iPride Draft. Player Check In will be closed prior to the start of the first double elimination game of the tournament, or the first double elimination game in that division (if applicable). The Director of Competition shall have the authority to allow late Check In to a player with a travel delay demonstrated to be beyond their control.

## SECTION 4 – PLAYER ENTRIES

**45.40 Player Registration and Check In:**

- a. **Participant Entry Fees:** Each member of an iPride Draft team shall pay a non-refundable entry fee as determined by the Board of Directors and by the deadline established by the board.

## SECTION 5 – Tournament Rules and Policies

1165 **45.50 Draft-Style Rules:** The Athletic Director will have full purview and authority over the iPride Draft rules and  
 1166 will work with the UIC to enforce rules appropriate for a draft style tournament. The finalized rules should be  
 1167 rooted in USA Softball rules.  
 1168

1169 **45.51 Equipment:** The iPride Draft will use pick-a-stick bats provided by iPride Softball. The Athletic Director  
 1170 may request a change in the equipment policy of the Board of Directors.  
 1171

## 1172 SECTION 6 – MULTIPLE SPORT FORMAT

1173  
 1174 **45.60 Non-Softball Tournament Activities:** The Athletic Director has full authority to oversee the following non-  
 1175 softball sporting tournaments should there be enough interest:

- 1176 a. Pickleball
- 1177 b. Golf

1178  
 1179 **45.61 Pickleball:** A pickleball tournament may be played as a part of the iPride Draft tournament schedule.  
 1180 Should a pickleball tournament be played, the following policies shall apply:

- 1181 a. The Athletic Director will appoint a Pickleball Tournament Director. The Board of Directors will approve  
 1182 the appointment by majority vote.
- 1183 b. The Pickleball Tournament Director will propose rules, game officials and other tournament needs to the  
 1184 Athletic Director for approval by a deadline set by the Athletic Director.
- 1185 c. The Pickleball Tournament Director will be responsible for the successful completion of the tournament.  
 1186

1187 **45.62 Golf:** A golf tournament may be played as a part of the iPride Draft tournament schedule. Should a golf  
 1188 tournament be played, the following policies shall apply:

- 1189 a. The Athletic Director will appoint a Golf Tournament Director. The Board of Directors will approve the  
 1190 appointment by majority vote.
- 1191 b. The Golf Tournament Director will propose rules, game officials and other tournament needs to the  
 1192 Athletic Director for approval by a deadline set by the Athletic Director.
- 1193 c. The Golf Tournament Director will be responsible for the successful completion of the tournament.  
 1194

## 1195 CHAPTER 50 – PROTEST PROCEDURE

1196  
 1197  
 1198 **50.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council  
 1199 meeting except that any amendment adopted at summer meeting of the Council must achieve a ninety percent  
 1200 (90%) vote to be effective at the Gay Softball World Series immediately following that meeting and the amount of  
 1201 any fines or fees shall be the jurisdiction of the Board of Directors and amended at any board meeting by majority.  
 1202

1203 **50.02 Authority:** A Protest Committee will rule on all eligible protests of player eligibility and ratings. Any  
 1204 protest on the application of the rules of play are made to the UIC and are not in the authority of any Protest  
 1205 Committee to act on. Any Protest Committee shall consist of members appointed by the Commissioner. The  
 1206 Commissioner shall not, in any circumstance, be a party to the protest or act as a member of a Protest Committee.  
 1207

1208 **50.03 Protest Committee Schedule:** Member Associations may be appointed as Protest Committee members by  
 1209 the Commissioner and be assigned times and required to fulfill their duties as part of a protest committee or face  
 1210 penalties provided for by this organization. The Competition Director will create a Protest Committee schedule  
 1211 assigning times and locations in proportion to the number of teams that an Association sends to that year's GSWS.  
 1212 This schedule will be distributed prior to the close of the Summer Meeting for that year's GSWS. Protest  
 1213 Committee members must be present and available to hear protests at the assigned time and place. Protest  
 1214 committee members may change assigned times/places provided they initiate the change with another  
 1215 Association and notify the Protest Chair.  
 1216

1217 **50.04 Protest Chairs and Assistant Protest Chairs:** The Commissioner shall appoint one (1) Protest Chair and a  
 1218 number of Assistant Protest Chair(s) as determined by the Board of Directors. These positions shall act as chairs of  
 1219 any Protest Committee and operate as an independent judge of the matter before the committee, including, but  
 1220 not limited to, guiding the process, assisting the committee with inquiry and exploration, and informing the parties  
 1221 of the process and matters before the committee. In no way, shall a chair opine on the merits of the protest, take  
 1222 part as an advocate for or against any party, nor cast a vote on the matter before the committee. The designated  
 1223 Protest Chair will explain and distribute the procedure for protesting a player or team to the GSWS team  
 1224 representatives at the Managers' meeting held prior to the start of the GSWS, including explanations of reasons for  
 1225 denial of a protest.

1226  
 1227 **50.05 Protest Committee Composition:** The Commissioner shall appoint at least five (5) persons for each field  
 1228 complex or designated location for protests for the tournament. The Commissioner may appoint additional  
 1229 persons so that multiple protests may be heard concurrently if necessary. These persons shall be protest  
 1230 committee members. For the purposes of hearing a protest, three (3) protest member shall constitute the  
 1231 committee.

1232 a. No member of the protest committee shall be on the roster of a team in the division of which the protest  
 1233 is involved, a member of a regular season roster for any of the member associations involved in that  
 1234 protest, nor a party that filed said protest or is evidence to the protest, and no member association may  
 1235 have more than one (1) person represented on the protest committee.

1236  
 1237 **50.06 Protest Committee Deliberations:** Protest Committee business shall only be discussed with other Protest  
 1238 Committee members, the chair of the Protest Committee, the Athletic Director or their assistant(s), and/or the  
 1239 iPride Softball Board of Directors. In the course of an appeal or on business matters before the Council, member  
 1240 associations may be involved in post facto discussions about a protest that filed, heard, and adjudicated. Only  
 1241 members of the committee, the chair, iPride Softball Board of Directors, parties involved in the protest, the  
 1242 Athletic Director or their assistant(s), and witness and/or advocates as allowed by the committee shall be  
 1243 permitted into the hearing of evidence and testimony before the Committee.

## 1244 **SECTION 1 – FILING A PROTEST**

1245  
 1246  
 1247 **50.10 Who Can File a Protest:** Protests may only be filed by the opposing team's manager of record or their  
 1248 proxy, named to the Competition Director prior to the tournament, or any iPride Softball Board Member, or a  
 1249 member association's Commissioner or their proxy, submitted to the Competition Director prior to the start of the  
 1250 tournament. To be eligible to file a protest, a member association must be a member in good standing.

1251  
 1252 **50.11 Protests Not Eligible:** No player can have their ratings protested, if the result of the protest would cause  
 1253 their current GSWS rating to be lowered.

1254 a. No protests may be filed based upon a player's sex, sexuality, gender, or gender identity.

1255  
 1256 **50.12 Filing a Protest:** A protest must be filed prior to the completion of the game in question. The game umpire  
 1257 will suspend the game and notify a iPride Softball official, of all protests or ejections. When filing a protest, the  
 1258 protesting party must complete the Protest Form in its entirety and a protest fee must be submitted at the time of  
 1259 the filing. The Protest Form will include a list of required fees for reference. The form will only include spaces for  
 1260 the following required information: date, game time, name of the team protesting (OR name and title of the  
 1261 person protesting if it is not a team filing the protest), name of the team being protested, division of play, name of  
 1262 the player being protested (if any), ratings questions being protested (if any), nature of the protest (required ONLY  
 1263 for protests other than ratings protests), and the name and signature of the person submitting the protest.

1264  
 1265 **50.13 Initial Review of the Protest:** Upon initial review of the protest filing, should the protest be denied due to  
 1266 an improper filing, the iPride Softball official denying the protest will provide a denial reason but may not directly  
 1267 assist completing the form. Upon initial review of the protest filing, should the protest be accepted, the iPride  
 1268 Softball official making that determination will notify the teams' managers and the game will continue to  
 1269 conclusion.

1270 a. Any iPride Softball Official denying a protest under this review must clearly state the complete reason for  
 1271 denial of the protest, including any errors and/or omissions on the part of the protesting party. Failure to  
 1272 clearly state such reasons for denial shall be reported by the protesting party to the Commissioner.  
 1273

1274 **50.14 Fees for Filing a Protest:** The costs, due at the time of filing, for filing a protest are as follows:

- 1275 a. For protests not based on player ratings there shall be a fifty-dollar (\$50) fee to protest a player for non-  
 1276 rating issues.
- 1277 b. During pool play, the ratings protest filing fee is \$50.00 and \$10.00 per challenged question.
- 1278 c. During double elimination, the ratings protest filing fee is \$100.00 and \$20.00 per challenged question.  
 1279

1280 **50.15 Refundable Filing Fees:** If a protest is upheld, any protest filing fee and challenged question fee(s) are  
 1281 returned. If a protest is denied, all fees are nonrefundable. If only a portion of the protest is upheld, monies shall  
 1282 be returned based on the sliding scale for the protest filing fee and challenged question fee as shown below:

1283

Partially Upheld Protests in Pool Play							
		#of questions challenged					
		1	2	3	4	5	6
Filing Fee		\$20	\$40	\$60	\$80	\$100	\$120
# of questions upheld	1	\$20	\$20	\$20	\$20	\$20	\$20
	2		\$40	\$40	\$40	\$40	\$40
	3			\$60	\$60	\$60	\$60
	4				\$80	\$80	\$80
	5					\$100	\$100
	6						\$120

Partially Upheld Protests in Double Elimination							
		#of questions challenged					
		1	2	3	4	5	6
Filing Fee		\$40	\$80	\$120	\$160	\$200	\$240
# of questions upheld	1	\$40	\$40	\$40	\$40	\$40	\$40
	2		\$80	\$80	\$80	\$80	\$80
	3			\$120	\$120	\$120	\$120
	4				\$160	\$160	\$160
	5					\$200	\$200
	6						\$240

1284

1285 **SECTION 2 – CONVENING AND CONDUCTING A PROTEST**

1286

1287 **50.20 Convening a Protest Committee:** When a protest is filed, the respective Protest Chair or Assistant Protest  
 1288 Chair will convene a Protest Committee to hear and rule on the protest. A chair with a conflict of interest will  
 1289 recuse themselves, and an alternate will be assigned. The Protest Chair or Assistant Protest Chair shall randomly  
 1290 select three (3) of the appointed protest members to constitute the committee and hear the protest.

- 1291 a. No member of the protest committee shall be on the roster of a team in the division of which the protest  
 1292 is involved, a member of a regular season roster for any of the member associations involved in that  
 1293 protest, nor a party that filed said protest or is evidence to the protest, and no member association may  
 1294 have more than one (1) person represented on the protest committee.  
 1295

1296 **50.21 Protest Hearing Process:** The Protest Committee will hear the arguments of both teams and/or parties  
 1297 involved in the protest in order to rule on a protest. During pool play, the Protest Committee will rule on protests  
 1298 as quickly as possible but, in any event, prior to the determination of seeding for double elimination play. During  
 1299 double elimination play, the Protest Committee will rule on the protest prior to the start of the next game in which  
 1300 either team is to be involved. A protest that involves player eligibility and not player ratings, must include at least  
 1301 one (1) member of the iPride Softball Board of Directors, which shall not be the Commissioner.

1302  
 1303 **50.22 Protest Committee Evidence and Record:** Protest Committee hearings are to be audio recorded. The  
 1304 recordings from the protest hearing(s) will be kept for one (1) year from the date of the hearing by the  
 1305 Competition Director and then destroyed. All player ratings from the prior year and the current year will be  
 1306 available for all Protest Committee hearings.

1307  
 1308 **50.23 Protest Hearing Process:** A protest hearing shall be conducted in the following process:  
 1309 a. The Protest Committee chairperson will begin the proceedings by explaining the protest hearing  
 1310 procedures to each team's Manager.  
 1311 b. The protesting party will begin the hearing by explaining the basis for the protest and presenting any  
 1312 evidence of any kind, including, but not limited to scorebooks, to support the protest.  
 1313 c. The Protest Committee has the authority to then call for a vote to move the protest forward.  
 1314 d. After the protesting party has presented its case, the protested party will be afforded the opportunity to  
 1315 present evidence of any kind, including, but not limited to scorebooks, to rebut the protesting party's  
 1316 argument.  
 1317 e. After the parties have presented their cases the Protest Committee will have the authority to interview  
 1318 players involved in the GSWS, Association officials and Members, and Open Division and GSWS officials  
 1319 and umpires.  
 1320 f. Both principal parties must be notified of and afforded an opportunity to be present.  
 1321 g. The Protest Chair shall remove all parties from the room except for the Protest Committee after the  
 1322 parties have presented their case to allow careful deliberation.  
 1323 h. When the principal parties and the Protest Committee have completed their interviews and deliberations,  
 1324 the Protest Committee shall vote by secret ballot to determine whether to uphold or deny the protest, by  
 1325 majority vote. The principal parties shall have the opportunity to observe the voting process.  
 1326 i. The votes will be tallied, and the parties will be informed of the Protest Committee's decision.  
 1327 j. The decision of the Protest Committee is final for the duration of that tournament. Both the Protesting  
 1328 Party and the Protested Party are asked to certify, by signature, that the protest hearing was completed in  
 1329 accordance and compliance with the process outlined in the policies of this organization. Should either  
 1330 party refuse to sign, the review of the process is referred to the Commissioner.  
 1331

### 1332 SECTION 3 – PENALTIES FROM A PROTEST

1333  
 1334 **50.30 Actions Arising from the Protest Committee:** If the Protest Committee changes a player's rating question,  
 1335 it will be submitted to the Competition Director and will remain marked as "Yes" or "Y" through the following two  
 1336 (2) GSWS. Any action taken by the Protest Committee will be reviewed by the Council through the Ethics  
 1337 Committee at the Winter Meeting of the next calendar year to determine if further sanctions are appropriate. The  
 1338 Protest Committee may make recommendations for any additional penalties.  
 1339

1340 **50.31 Penalties for Non-Ratings Based Protests:** A person protested on matters other than player rating and  
 1341 found in violation shall be assessed the following penalties:  
 1342 a. The player's team forfeits the protested game and any subsequent games in which the protested player  
 1343 has played prior to the resolution of the protest.  
 1344 b. The player and their team manager will be disqualified from the remainder of the current GSWS.  
 1345 c. A fine of \$1000 assessed to the player's qualifying association.  
 1346  
 1347

1348 **50.32 Fines for Ratings Based Protests:** A player protested on player ratings and found in violation shall have  
 1349 their qualifying association assessed the fines listed in the table:  
 1350

# of Questions Successfully Challenged	Fines Assessed for Each Successfully Challenged	Total Fine for All Questions Successfully Challenged
1	\$100.00	\$100.00
2	\$200.00	\$300.00
3	\$300.00	\$600.00
4	\$400.00	\$1,000.00
5	\$500.00	\$1,500.00
6+	\$600.00 and additional \$100/question (7+) successfully challenged	The sum of fine amount immediately to the right and each fine listed in that column.

1351  
 1352 **50.33 Penalties for Ratings Violations Causing a Team to Move Up a Division:** If a protest results in a player  
 1353 rating change that causes a team to move up a division, the protested team forfeits the protested game and the  
 1354 opponent is named the winner of the game. Additionally, the protested team is eliminated from the current  
 1355 tournament, the protested team's member association is fined \$1000, and loses a GSWS berth in that respective  
 1356 team's division, in addition to the fines listed above in this section.  
 1357

1358 **50.34 Penalties for Ratings Violations Not Causing a Team to Move Up a Division:** If a protested player's rating  
 1359 is increased by one (1) point and does not move the player over the ratings cap for that division, the player can  
 1360 continue to play in the current tournament. The new rating for the protested player will apply for the team's  
 1361 overall rating. The result of the game stands and the team whose player was protested can continue in the  
 1362 tournament, provided that it is not their second loss in double elimination.  
 1363

1364 **50.35 Penalties for Specific Rating Violations:** The following provisions apply in the scenarios as outlined:  
 1365 a. If a protested player's rating is increased by two (2) or more points, the player will be deemed ineligible  
 1366 for the remainder of the current tournament, regardless of maintaining eligibility. In addition, the new  
 1367 rating will be accounted for in the team's overall rating. Notwithstanding the penalty, the result of the  
 1368 game stands and the team whose player was protested can continue in the tournament, provided that it  
 1369 is not their second loss in double elimination.  
 1370 b. If a protested player's rating exceeds the limit for that division; the player is ineligible going forward and  
 1371 can no longer play in the current GSWS. In addition, the new rating will be accounted for in the team's  
 1372 overall rating. The protested team will be declared the loser of the game. The protested team can  
 1373 continue to play in the tournament only if the new team rating falls in the divisional guidelines of the  
 1374 division entered and provided that loss recorded on the part of the protest was not the team's second  
 1375 loss in double elimination.  
 1376

1377 **50.36 Penalties for Numerous Rating Violations:** If a team has three (3) or more protest ratings questions  
 1378 upheld, either in one (1) game or multiple games, the protested team will forfeit the last protested game and the  
 1379 opponent is declared the winner. Additionally, the protested team is eliminated from the current tournament, the  
 1380 protested team's member association is automatically fined \$1000.00 and loses one GSWS berth in that respective  
 1381 team's division, in addition to the fines imposed in this chapter.  
 1382

1383 **50.37 Dual protests:** Whenever two (2) teams shall protest each other in the same game and both teams have  
 1384 not yet had a loss in double elimination and both teams have at least one (1) protest question upheld the following  
 1385 shall apply:

1386 a. If the penalty for both Team A and Team B result in both teams being declared the loser, yet allowed to  
 1387 remain in the tournament, then the loser of the game, as determined by the real score of the game, will  
 1388 move to the loser's bracket. The winner of the game will advance to next level of the winner's bracket and  
 1389 a forfeit will be declared, thus sending the team to the loser's bracket.

- 1390 b. If the penalty for both Team A and Team B results in both teams being declared the loser, and one (1)  
 1391 team is ejected based on the result of the protest and the other team is allowed to continue based on the  
 1392 result of the protest, the team that is allowed to continue will move to the loser's bracket.  
 1393

1394 **50.38 Rating Workshop Requirements:** Mandatory attendance of member associations is required at the Rating  
 1395 Workshop held concurrently to the Winter Meetings if any of the below are true. A fine of \$1000 will be assessed  
 1396 to member associations required to attend the workshop and who fail to attend.

- 1397 a. A team of a member association has more than two (2) unsuccessful ratings questions during one (1)  
 1398 single tournament.  
 1399 b. A member association has more than two (2) protest questions upheld during one single tournament.  
 1400 c. A member association fails to attend a required ratings workshop.  
 1401

## 1402 CHAPTER 60 – ETHICS PROCEDURE

1403  
 1404 **60.01 Jurisdiction:** This chapter shall be the jurisdiction of the Ethics Committee and amended by majority at  
 1405 any Ethics Committee meeting, except that the amount of any fines or fees shall be the jurisdiction of the Board of  
 1406 Directors and amended at any board meeting by majority.  
 1407

1408 **60.02 Authority and Applicability:** The purpose/scope of this procedure is limited to providing a means to  
 1409 assess whether the behaviors, attitudes, and actions of our members align with our organizational values. The  
 1410 power of this organization to discipline its member associations or teams and/or players of the individual member  
 1411 associations is retained by the Council through the processes in this chapter. Penalties and sanctions as assigned  
 1412 by this organization can apply to membership in iPride Softball, and official events as hosted by this organization.  
 1413 This organization shall enforce the suspension and/or expulsion sentenced to individual members or teams at  
 1414 official events as hosted by this organization, member association leagues, and member association tournaments.  
 1415 This organization has no power to compel the barring member associations from participating in any event or  
 1416 action other than official events of this organization. No member association's action or inaction to discipline its  
 1417 member shall apply to this organization without action by the Council.  
 1418

### 1419 SECTION 1 – PETITION PROCESS

1420  
 1421 **60.11 Petition by Member Associations:** A member association and/or player may file a petition seeking  
 1422 discipline against another member association and/or individual not less than ninety (90) days prior to the next  
 1423 meeting of the Council. The petition shall include the following information to be accepted:

- 1424 a. Name(s) of the association, team, or individual member(s) petitioned against  
 1425 b. Association of those mentioned in (a)  
 1426 c. Date(s) of the events in question  
 1427 d. Reference to the rule(s) believed to be violated or behavior, actions, or attitudes exhibited  
 1428 e. Brief summary of the issue  
 1429 f. Requested remedy  
 1430

1431 **60.12 Screening of Petition:** The petition screening process has two steps: Completeness and Applicability.

- 1432 a. **Completeness:** Any petition submitted to the Ethics Committee will first be reviewed by the Ethics Chair  
 1433 to ensure all information required in Section 60.11 has been included. If the petition is missing any  
 1434 required information, the Ethics Chair will try to assist the petitioner in correcting the error by:  
 1435 1. Notifying the petitioner that the petition is incomplete  
 1436 2. Informing the petitioner what information is needed to correct the petition  
 1437 3. Allow the petitioner 5 business days to correct any errors and resubmit the petition (NOTE: This  
 1438 activity MAY occur within the 90-day submission period set forth in Section 60.11 and still be  
 1439 considered a valid petition if corrected within 5 business days)  
 1440 b. **Applicability:** Once the petition is successfully screened for completeness, a minimum of three (3) Ethics  
 1441 Committee members shall review the petition to determine applicability. Examples of non-applicable  
 1442 petitions include, but are not limited to:

- 1443 1. Petitions determined to be outside the jurisdiction of iPride Softball and/or Section 60.02 of this  
 1444 manual  
 1445 2. Petitions determined to be frivolous, retaliatory, harassing or repetitive in nature  
 1446 3. Petitions determined to be explicitly disallowed by other aspects or procedures of this manual  
 1447 c. Any petitions screened out for failing to meet either the completeness or applicability requirements shall  
 1448 not be forwarded to the Council for action, will be included in the Ethics Report to the Council. The report  
 1449 will include the total number of petitions, how many were screened out and the reason for screening out  
 1450 (completeness or applicability). Furthermore, notification that a petition was screened out will be sent to  
 1451 the petitioner(s) via email within 10 business days after the screening is completed by the Ethics  
 1452 Committee.  
 1453 d. All accepted petitions shall be forwarded for hearing at the next Council Meeting per Section 60.2.  
 1454

1455 **60.13 Recusals:** Any petition received as outlined under this chapter that would cause a conflict of interest for a  
 1456 member of the Ethics Committee (e.g., teammate, coach, partner, member of their home city) to decide on  
 1457 accepting the petition, the affected committee member(s) will recuse themselves from reviewing the petition.  
 1458

1459 If a conflict of interest exists that causes less than three (3) Ethics Committee members to be able to vote on the  
 1460 acceptance of an item, the following individuals will be considered for replacements in order of priority:

- 1461 a. Governance Committee Chair  
 1462 b. Governance Committee Vice-Chair  
 1463 c. Any remaining Standing Committee Chair/Vice-Chair, selected in alphabetical order of last name.  
 1464

## 1465 SECTION 2 – HEARING PROCEDURES

1466  
 1467 **60.21 Notifications:** Notification will include reference to the potentially sensitive nature of the information and  
 1468 indicate the matter must remain confidential and limited to affected parties and any witnesses to protect the  
 1469 integrity of those involved.

- 1470 a. Confidentiality: To maintain confidentiality, the affected parties must be verified relevant by the Secretary  
 1471 prior to officially communicating the ethic petition notification. Affected parties may include: the petitioner,  
 1472 any named persons petitioned against, and the commissioner of the verified parties' last known local member  
 1473 association.  
 1474 b. Notification will be sent to the last known contact information on file in the iPride Portal.  
 1475 c. If there is no contact information for those petitioned against in the iPride Portal, the Secretary will  
 1476 inform the petitioner that they must provide updated association and/or contact information for those  
 1477 petitioned against within 5 business days. If the petitioner fails to do so, anyone unable to be contacted will be  
 1478 stricken from the petition. If this action results in no one remaining on the petition, the petition will be  
 1479 dismissed and included in the report of screened out petitions presented to the Council by the Ethics Chair  
 1480 d. Any petition accepted in Section 60.12 will be forwarded by the Ethics Committee to the iPride Softball  
 1481 Secretary for communication to affected parties per the following guidelines:  
 1482 e. Notification will be sent via email, which will include the petition and a request for written response  
 1483 confirming receipt of the notification from all affected parties.  
 1484 f. Notifications will be sent at least 45 calendar days prior to the start of the next upcoming Council Meeting  
 1485 (which is when the hearing must be held) and will indicate the estimated time, date, and place of the hearing.  
 1486 g. Notification will include reference to Section 60 of the governing manual and state that those petitioned  
 1487 against will have the opportunity to provide additional perspective at the hearing, in writing or in person;  
 1488 however, not virtually as the Ethics hearings are closed session.  
 1489

1490 **60.22 Deliberation:**

- 1491 a. Participants - All those petitioned against in an accepted ethics petition must be given an opportunity to  
 1492 provide additional details before the Council in closed session to protect the privacy and integrity of the  
 1493 affected parties. Exceptions to the closed session attendance rule include:  
 1494 1. Ethics Chair  
 1495 2. Parliamentarian

- 1496 3. Ethics Committee Members  
 1497 4. Affected parties or their appointed proxy by written request to the Ethics Chair  
 1498 5. Approved witnesses by written request of the petitioner or affected party to the Ethics Chair  
 1499 b. The hearing will proceed as follows:  
 1500 1. Opening remarks by the Ethics Chair (or delegate) regarding the nature of the petition, the  
 1501 process that will be following, and introduction of affected parties (or proxies) and witnesses  
 1502 2. Presentation of evidence (including witness testimony) presented by the petitioner or their proxy  
 1503 (Recommended <15 minutes)  
 1504 3. Presentation of additional evidence (including witness testimony) by each/all of those petitioned  
 1505 against or their proxy (Recommended <15 minutes)  
 1506 4. Clarifying questions / comments raised by Council Members  
 1507 5. Closing remarks and suggested remedy by petitioner(s) or proxy (Recommended <5 minutes)  
 1508 6. Closing remarks by those petitioned against or proxy (Recommended <5 minutes)  
 1509 7. Closing remarks / next steps by the Ethics Chair (or delegate)  
 1510 c. In the event of any unforeseen procedural circumstances not outlined in Section 60, The Ethics chair in  
 1511 conjunction with the Parliamentarian will decide how to address and proceed, unless that decision would be a  
 1512 conflict of interest for any reason, in which case the recusal chain outlined in 60.13 will be in effect. If  
 1513 procedural deviations occur, they will be documented by the Ethics Chair then reviewed by the Ethics  
 1514 Committee to determine if they are significant enough to warrant an update to Section 60, and if so, updated  
 1515 prior to the next Council Meeting.  
 1516

1517 **60.23 Rulings:** After hearing all the evidence and being afforded an opportunity to deliberate and ask questions  
 1518 of affected parties and witnesses, the Council will dismiss the affected parties and witnesses from the closed  
 1519 session. An opportunity for further deliberation will occur, then the Council will vote first ONLY on whether an  
 1520 ethics infraction occurred, NOT disciplinary action. If multiple parties are included in a petition, each party must be  
 1521 individually voted upon. A majority is required.  
 1522

1523 **60.24 Disciplinary Actions:** For any/all ethics petitions that resulted in passing vote in Section 60.23, the Council  
 1524 must deliberate then vote on appropriate disciplinary action, if any. The council must begin with the petitioner's  
 1525 suggested remedy but may amend it under Robert's Rules of Order. A 60% majority is required to enact the  
 1526 disciplinary action. Some examples of disciplinary actions include:

- 1527 a. A period of probation for and/or a written warning to any individual or group determined to be involved,  
 1528 which may include the next GSWS and/or iPride Cup  
 1529 b. Suspension of any individual or group determined to be involved from one or more subsequent GSWS  
 1530 and/or iPride Cup events  
 1531 c. Suspension of the local association's voting privileges for a period of time  
 1532 d. Suspension of the local association from a division or the entirety of one or more subsequent GSWS or  
 1533 iPride Cup events.  
 1534 e. Permanent expulsion of an individual, group, or association from iPride Softball  
 1535 f. Monetary fines  
 1536

1537 **60.25 Final Notification:** The Secretary will record any disciplinary action determined during closed session and  
 1538 notify the affected parties of the Council's decision / disciplinary actions by email within 14 calendar days. Any  
 1539 rulings and disciplinary actions are final and effective immediately.  
 1540

### 1541 SECTION 3 – MISCELLANEOUS DISCRETIONARY PENALTIES

1542  
 1543 **60.31 Discretionary penalties for protests occurring at GSWS and iPride Cup:** Details of any protest(s) that  
 1544 occur at any GSWS or iPride Cup event according to Section 50 will be forwarded to the Ethics Committee by the  
 1545 Competition Director (or delegate) for inclusion as part of the Ethics Report to the Council by the Ethics Chair at  
 1546 the next Council Meeting. The Ethics Chair will offer the opportunity for any Council Member to motion for  
 1547 discretionary penalties for any protest. If seconded, Section 60.24 will be followed.  
 1548

1549  
1550  
1551  
1552  
1553  
1554  
1555  
1556  
1557  
1558  
1559  
1560  
1561  
1562  
1563  
1564  
1565  
1566  
1567  
1568  
1569  
1570  
1571  
1572

## CHAPTER 70 – MASTER DUES, FINES, AND FEES SCHEDULE

**70.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at any board meeting with the exception of the dues for this organization which shall be set by the Council annually by majority vote.

**70.02 Dues:** Each Association shall pay annual dues in like amount as shall be set by the Council at the previous year's Summer Meeting. Dues shall be delivered to the Treasurer prior to the start of the Winter Meeting. Dues must be paid prior to the start of the Winter Meeting or the Association will forfeit its right to vote until all accounts are satisfied. Failure to pay dues shall result in fines and/or other sanctions.

**70.03 Fines and Fees:** The number of fines and fees shall be determined by the Board of Directors and listed in the schedule. Fines shall be invoiced and paid before the commencement of the next council meeting following the assessment of the fine. Fines assessed to a Legends Division team which center on an issue connected to a player shall be assessed to the player's qualifying association. The monetary amount for fees for the current fiscal year shall be determined as part of the budgeting process and presented no later than the Winter Meetings.

**70.04 Appeal of Fines:** All fines, except protest fines, shall be eligible for appeal at the next regular meeting of the council after the fine is assessed through the process established by the Ethics Committee. A fine may only be waived by a two-thirds (2/3) vote of the Council. A member association will not be required to pay such fine until the conclusion of the next regular meeting, if appealing the assessed fine through a properly submitted business item, until the outcome of the appeal process. The association shall be considered in good standing while appealing.

1573 **70.05 Schedule:** The dues, fee, and fine schedule of this organization is:  
1574

KEY: The Index column matches the dues, fee, or fine to the corresponding deadline in the deadline schedule. The Reference column indicates the Governing Manual reference.				
DUES SCHEDULE				
INDEX	ISSUE AREA	REFERENCE	APPLICATION	AMOUNT
A	Membership Expectation	1.04(b)	Member Dues	\$350
FEE SCHEDULE				
	ISSUE AREA	REFERENCE	APPLICATION	AMOUNT
I	GSWS	30.11	Host City Bid Fee	\$2500 or commensurate value
--	iPride Cup	-----	Host City Bid Fee	\$1500 or commensurate value
S	GSWS	30.21(a)	Fee for appeal of pool play forfeit disqualification	\$50
J	GSWS	30.40	GSWS Team fee	\$650/team
J	GSWS	70.03	GSWS Participant Fee	\$45 per person
L	GSWS	30.41	GSWS Host Hotel Deposit	\$500/per team
N	iPride Cup	40.10	iPride Cup Team Fee	\$550/team
N	iPride Cup	70.05	iPride Cup Participant Fee	\$30 per person
T	Protests	50.14(b)	Pool Play Protest Fee	\$20/question
T	Protests	50.14I	Double Elimination Protest Fee	\$40/question
T	Protests	50.14(a)	Non-Rating Protest Fee	\$50
FINE SCHEDULE				
	ISSUE AREA	REFERENCE	APPLICATION	AMOUNT
A	Membership Expectations	1.04(b)	Failure to pay dues	\$100
B	Membership Expectations	1.04(b)	Failure to update member association information	\$100
B	Membership Expectations	1.04(b)	Failure to send a delegate to Winter/Summer Meetings	\$1000
E	Regular Season Rosters	20.10	Fine for filing regular season rosters after deadline	\$100
F	Regular Season Rosters	20.10	Fine for changes to submitted regular season rosters (7/16/2026 – 8/1/2026)	\$100 per occurrence
M	iPride Cup Roster	70.05	Fine for iPride Cup player changes after due date	\$100 per occurrence
M	iPride Cup	40.10	Fine for late payment iPride Cup team fee	\$100
N	USA Cards	-----	Fine for receiving USA card after deadline	\$100 per team
O	GSWS Rosters	20.11, 20.12,	Fine for GSWS Player Changes in roster interim	\$100 per player per occurrence

			period (8/2/2026 to NOON EDT 8/15/2026)	
Q	GSWS Rosters	20.11 and 20.12	Fine for GSWS Administrative Changes. (12:01pm EDT 8/15/2026 to Friday Prior to Summer Meetings)	\$100 per player
Q	GSWS Rosters	20.11, 20.12, and 20.20	Fine for GSWS Player Changes (12:01pm EDT 8/15/2026 to Friday prior to Summer Meetings)	\$250 per player per occurrence
J	GSWS	30.40	Fine for late payment GSWS team fee	\$100
T	GSWS Rosters	20.11 and 20.12	Fine for a team violating the Ally rule	\$100
T	GSWS Rosters	20.11 and 20.12	Fine for an association official assisting a team in violating the Ally rule	\$100
T	Protests	50.03	Fine for failure of member association to fulfill protest duty	\$100
--	Protests	20.25 and 50.38	Fine for failure of member association to attend rating workshop	\$1000
T	Protests	50.31	Fine for protests upheld on non-ratings issues	\$1000
T	Protests	50.32	Fine for protest(s) upheld on a single question	\$100
T	Protests	50.32	Fine for protest upheld on multiple questions	The sum of the fine of all questions protested and upheld and the fine for each lesser individual question protested and upheld (e.g., 5 questions upheld = \$500 + \$400 + \$300 + \$200 + \$100 = \$1500)
T	Protests	50.33	Fine for protest(s) upheld causing a team to move up a division	\$1000
T	Protests	50.36	Fine for one (1) team with three (3) or more protests upheld in the duration of a single event	\$1000
--	Ethics	60.22	Discretionary fine for rating violations	Amount, up to \$2500, to be determined by the Board of Directors upon application of the fine by the Ethics Committee

--	Ethics	60.23(a)	Discretionary fines for violation of the Ally rule by a team	Amount, minimum \$100, to be determined by the Board of Directors upon application of the fine by the Ethics Committee
--	Ethics	60.23(b)	Discretionary fine for violation of the Ally rule by member association officials.	Amount, minimum \$100, to be determined by the Board of Directors upon application of the fine by the Ethics Committee

**NOTE: This schedule shows all fees and fines as set by the Board of Directors. Some amounts may be included in the chapters of the Governing Manual for ease of reference. In the case of any discrepancy, this schedule controls the amount of the fee and/or fine.**

1575  
1576  
1577

**70.06 Deadlines:** The deadlines for certain and specific activities are as follows in the table:

KEY: The Index column matches the deadline to the corresponding due, fee, or fine in that schedule. The Reference column indicates the Governing Manual reference.				
<b>DEADLINE TABLE</b>				
<i>All deadlines are at 11:59pm Central on the day listed unless explicitly noted otherwise</i>				
INDEX	ISSUE AREA	REFERENCE	APPLICATION/ISSUE	DEADLINE
A	Membership Expectations	1.04(b)	Membership Dues Deadline	Prior to start of Winter Meetings
B	Membership Expectations	1.04(b)	Reporting of Member Association Changes (officers, tournaments, etc.)	Within 30 days of local change
C	Council	2.07	Deadline for Items of Business requiring Council action, not including disciplinary proceedings.	30 days prior to the meeting
D	Council/Ethics	60.03	Deadline for petitions for disciplinary action	90 days prior to start of Winter/Summer Meetings
E	Regular Season Rosters	20.10	Deadline for submission of proper Regular Season rosters	7/15/2026
F	Regular Season Rosters	20.10	Period for late submission of or revision to Regular Season rosters; fine incurred	7/16/2026
				--TO--
				8/1/2026 11:59pm EDT
G	Regular Season Rosters	20.10	Final Deadline for Regular Season rosters – No changes (including ratings) or submissions following this deadline.	8/1/2026 12:00am EDT
H	GSWS	30.04	Deadline for nomination of umpires for GSWS	End of Winter Meetings
I	GSWS	30.21	Deadline for Host City Bid Deposit 2.5 year cycle.	Start of the Winter Meeting 8:00am Eastern (2028 GSWS Bid for 2026 Winter Meetings)
J	GSWS	30.60	GSWS Team Fee Deadline	7/15/2026

K	GSWS	30.60	GSWS Team Berth Reservations Deadline	7/15/2026
L	GSWS	30.61	GSWS Host Hotel Deposit Deadline	7/15/2026
M	GSWS	20.20	Deadline for proper GSWS Tournament Team Rosters	8/1/2026
N	GSWS	--	Deadline for submission of USA Softball (ASA) cards (1 per team)	8/1/2026
O	GSWS	20.11, 20.12, and 20.20	Period for late submission of adding or dropping of players. No changes to ratings permitted. No fine for admin changes.	8/2/2026
				--TO--
				8/15/2026 12:00pm EDT
P	GSWS	20.11, 20.12, and 20.20	Period for revision to GSWS Tournament Rosters; fine incurred	8/15/2026 12:01pm EDT ---TO--- 11:59PM EDT on Friday before Summer Meeting
Q	GSWS	20.11, 20.12, and 20.20	Deadline for final GSWS Tournament rosters	11:59PM EDT on Friday before Summer Meeting
R	GSWS	20.11 and 20.12	Deadline to cancel GSWS Team berth reservation (with refund)	8/1/2026
S	GSWS	30.21(a)	Deadline to appeal forfeit games in pool play of GSWS	Prior to beginning of double elimination in the team's division
T	GSWS	50.14(b)	Deadline to pay Protest fees	Due at the time of filing a protest
U	GSWS	30.41 (a)	Request a refund to GSWS hotel deposit	First day of December following GSWS
V	Hall of Fame	100.04	Hall of Fame Nomination period opens	October 1 <sup>st</sup> 12:01am CDT
W	Hall of Fame	100.04	Hall of Fame Nomination period closes	January 31 <sup>st</sup> 11:59pm CDT
X	Hall of Fame	100.05	Hall of Fame Nominations and ballots delivered to members	February 16 <sup>th</sup>
Y	Hall of Fame	100.05	Hall of Fame Ballots due	March 17 <sup>th</sup> 11:59pm CDT
Z	Hall of Fame	100.05	Hall of Fame Ballots delivered to Veterans Committee	March 21 <sup>st</sup>
AA	Hall of Fame	100.06	Hall of Fame Chair notifies nominators of results of election	April 1 <sup>st</sup>
AB	Hall of Fame	100.08	Deadline for Hall of Fame Booster Club donations for program inclusion	August 1 <sup>st</sup> 11:59pm CDT
AC	Board of Directors	4.01	Deadline for Board of Directors revision of deadlines	Month end following Spring/Fall Working sessions
AD	iPride Cup	40.10	Deadline for Intent to Bid for iPride Cup 2028	Start of Winter Meetings 2026

AE	iPride Cup	40.11	Deadline to pay team fee for iPride Cup	4/26/2026 11:59pm Pacific Time
AF	iPride Cup	40.11	Deadline to submit rosters for iPride Cup; no changes allowed following this deadline	5/10/2026 11:59pm Pacific Time
AG	iPride Cup	40.11	Period of late submission of adding or dropping of players to iPride Cup rosters.	5/11/2026 – 5/21/2026 11:59pm Pacific Time
AH	iPride Cup	40.11	Deadline for final iPride Cup rosters.	5/21/2026
AI	iPride Cup	--	Deadline for iPride Cup Participant Registration	5/21/2026
AJ	GSWS	30.31	Deadline for GSWS Participant Registration	11:59PM EDT on Friday before GSWS
AK	iPride Draft	45.	Deadline for iPride Draft Participant Registration	January 13, 2026

**NOTE: This table includes deadlines set by the Board of Directors and those set by the Council and/or committees for the ease of reference of the members. If there are any discrepancies between the language in the chapters of the Governing Manual and this table, this table shall be considered to be the correct deadline.**

1578  
1579  
1580  
1581  
1582  
1583  
1584  
1585  
1586  
1587  
1588  
1589  
1590  
1591  
1592  
1593  
1594  
1595  
1596  
1597  
1598  
1599  
1600  
1601  
1602  
1603  
1604  
1605  
1606  
1607  
1608

#### CHAPTER 80 – BUDGET AND FISCAL POLICY

**80.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council meeting except that the amount of any fees shall be the jurisdiction of the Board of Directors and amended at any board meeting by majority.

**80.02 Payments:** All payments of any amount to this organization shall be made in form of check, credit card, or wire transfer. Cash payments may only be accepted for the payment of protest fees.

**80.03 Revenue Sharing from Funds Not Restricted:** Any sponsorship funds collected by iPride Softball and allocated by the sponsor for member associations, shall be disbursed by the Treasurer to all member associations in good standing. The funds shall be distributed equally. Member associations will only be eligible for these funds when in compliance with any and all terms and conditions required by sponsor.

**80.04 Administrative Fee for Sponsorships:** Notwithstanding other provisions of this chapter, all corporate sponsorships shared with member associations and GSWS or iPride Cup host cities will incur a five-percent (5%) fee. At the end of each fiscal year, this administrative fee will be dispersed to all participating member associations as designated by the corporate sponsors for that year and the remainder of the funds are to be disbursed equally to all non-participating member associations. The funds will be dispersed to each league at the Winter Meetings of the completed fiscal year.

**80.05 Commissions Due to Member Associations:** iPride Softball shall credit to member associations two and one-half percent (2.5%) of any corporate sponsor lead that member association provides to iPride Softball that materializes in a new corporate sponsorship. This two and one-half percent (2.5%) shall be an annual commission for as long as that corporate sponsor remains a corporate sponsor. The two and one-half percent (2.5%) shall be on sponsorship funds allocated to iPride Softball and not on sponsorships earmarked for distribution to member associations.

#### CHAPTER 81 – MASTER COMPENSATION SCHEDULE

- 1609 **81.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 1610 any board meeting.  
 1611
- 1612 **81.02 Salaries and Benefits:** No person shall be considered an employee eligible for full-time or part-time  
 1613 employment in this organization unless authorized in this chapter.  
 1614
- 1615 **81.03 Numbers of Persons:** Unless specifically stated in the bylaws or policies of this organization, the Board of  
 1616 Directors shall determine the number of persons appointed to specific roles as needed.  
 1617
- 1618 **81.04 Meeting per diems:** A \$50 per day per diem shall be paid to the Board of Directors, Committee Chairs,  
 1619 and Parliamentarian for the duration of any regular and/or special meeting of the Council. The Umpire-in-Chief is  
 1620 granted a \$300 per diem for the duration of the summer meetings to prepare for the GSWS.  
 1621
- 1622 **81.05 Tournament per diems:** A \$50 per day per diem shall be paid to the Board of Directors, Athletic Director,  
 1623 Assistant Athletic Director(s), Protest Chair and Assistant Protest Chair(s) for every day present and working during  
 1624 the duration of the GSWS and iPride Cup. A \$425 per day per diem shall be paid to the Umpire-in-Chief for the  
 1625 duration of the GSWS and iPride Cup. A \$250 per day per diem shall be paid to the Assistant Umpire(s)-in-Chief for  
 1626 the duration of the GSWS and iPride Cup.  
 1627
- 1628 **81.06 Umpires Pay:** Umpires for the GSWS and iPride Cup shall be paid \$35 for each game officiated. The Board  
 1629 of Directors may provide merit bonuses not to exceed \$500 to the Umpire-in-Chief and Assistant Umpire-in-  
 1630 Chief(s) as they see fit.  
 1631
- 1632 **81.07 Expenses:** The Board of Directors shall determine and pay the reasonable and necessary expenses for the  
 1633 compensated volunteers of this organization which shall include, but are not limited to, travel expenses, car rental,  
 1634 hotel and lodging.  
 1635

#### CHAPTER 85 – CONFLICT OF INTEREST POLICY

- 1636
- 1637
- 1638 **85.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council  
 1639 meeting.  
 1640
- 1641 **85.02 Purpose:** The purpose of this conflict of interest policy is to protect this tax-exempt organization's  
 1642 (International Pride Softball) interest when it is contemplating entering into a transaction or arrangement that  
 1643 might benefit the private interest of an officer or director of the Organization or might result in a possible excess  
 1644 benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws  
 1645 governing conflict of interest applicable to nonprofit and charitable organizations.  
 1646
- 1647 **85.03 Definitions:** The following definitions apply to this chapter:
- 1648 a. Interested Person – Any director, principal officer, or member of a committee with governing board  
 1649 delegated powers, who has a direct or indirect financial interest, as defined below, is an interested  
 1650 person.
  - 1651 b. Financial Interest – A person has a financial interest if the person has, directly or indirectly, through  
 1652 business, investment, or family: (a) An ownership or investment interest in any entity with which the  
 1653 Organization has a transaction or arrangement, (b) A compensation arrangement with the Organization or  
 1654 with any entity or individual with which the Organization has a transaction or arrangement, or (c) A  
 1655 potential ownership or investment interest in, or compensation arrangement with, any entity or  
 1656 individual with which the Organization is negotiating a transaction or arrangement. Compensation  
 1657 includes direct and indirect remuneration as well as gifts or favors that are not insubstantial. A financial  
 1658 interest is not necessarily a conflict of interest. Under this chapter, a person who has a financial interest  
 1659 may have a conflict of interest only if the appropriate governing board or committee decides that a  
 1660 conflict of interest exists.  
 1661

1662 **85.04 Annual Statements:** Each director, principal officer and member of a committee with governing board  
1663 delegated powers shall, prior to each meeting, sign a statement which affirms such person:

- 1664 a. Has received a copy of the conflicts of interest policy,
- 1665 b. Has read and understands the policy,
- 1666 c. Has agreed to comply with the policy, and
- 1667 d. Understands the Organization is charitable and in order to maintain its federal tax exemption it must  
1668 engage primarily in activities which accomplish one (1) or more of its tax-exempt purposes.

1670 **85.05 Compensation:** A voting member of the governing board who receives compensation, directly or  
1671 indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's  
1672 compensation. A voting member of any committee whose jurisdiction includes compensation matters and who  
1673 receives compensation, directly or indirectly, from the Organization for services is precluded from voting on  
1674 matters pertaining to that member's compensation. No voting member of the governing board or any committee  
1675 whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the  
1676 Organization, either individually or collectively, is prohibited from providing information to any committee  
1677 regarding compensation.

## 1678 SECTION 1 – PROCEDURES

1679 **85.10 Procedures:** This organization shall follow the procedures listed in this section to determine if a conflict  
1680 exists.

1681 **85.11 Duty to Disclose:** In connection with any actual or possible conflict of interest, an interested person must  
1682 disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the  
1683 directors and members of committees with governing board delegated powers considering the proposed  
1684 transaction or arrangement.

1685 **85.12 Determining Whether a Conflict of Interest Exists:** After disclosure of the financial interest and all  
1686 material facts, and after any discussion with the interested person, he/she shall leave the governing board or  
1687 committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining  
1688 board or committee members shall decide if a conflict of interest exists.

1689 **85.13 Procedures for Addressing the Conflict of Interest:** An interested person may make a presentation at the  
1690 governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the  
1691 discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest. The  
1692 chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or  
1693 committee to investigate alternatives to the proposed transaction or arrangement. After exercising due diligence,  
1694 the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a  
1695 more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of  
1696 interest. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not  
1697 producing a conflict of interest, the governing board or committee shall determine by a majority vote of the  
1698 disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own  
1699 benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its  
1700 decision as to whether to enter into the transaction or arrangement.

1701 **85.14 Violations of the Conflicts of Interest Policy:** If the governing board or committee has reasonable cause  
1702 to believe a member has failed to disclose actual or possible conflicts of interest it shall inform the member of the  
1703 basis for such belief and afford the member an opportunity to explain the alleged failure to disclose. If, after  
1704 hearing the member's response and after making further investigation as warranted by the circumstances, the  
1705 governing board or committee determines the member has failed to disclose an actual or possible conflict of  
1706 interest, it shall take appropriate disciplinary and corrective action.

1707 **85.15 Records of Proceedings:** The minutes of the governing board and all committees with board delegated  
1708  
1709  
1710  
1711  
1712  
1713  
1714

1715 powers shall contain: (a) the names of the persons who disclosed or otherwise were found to have a financial  
 1716 interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action  
 1717 taken to determine whether a conflict of interest was present, and the governing boards or committee's decision  
 1718 as to whether a conflict of interest in fact existed.; and (b) the names of the persons who were present for  
 1719 discussions and votes relating to the transaction or arrangement, the content of the discussion, including any  
 1720 alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the  
 1721 proceedings.

1722

1723

## 1724 SECTION 2 – PERIODIC REVIEWS

1725

1726 **85.20 Periodic Reviews:** To ensure the Organization operates in a manner consistent with charitable purposes  
 1727 and does not engage in activities that could jeopardize its tax- exempt status, periodic reviews shall be conducted.  
 1728 The periodic reviews shall, at a minimum, include the following subjects:

- 1729 a. Whether compensation arrangements and benefits are reasonable, based on competent survey  
 1730 information, and the result of arm's length bargaining.  
 1731 b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the  
 1732 Organization's written policies, are properly recorded, reflect reasonable investment or payments for  
 1733 goods and services, further charitable purposes and do not result in inurement, impermissible private  
 1734 benefit or in an excess benefit transaction.

1735

1736 **85.21 Use of Outside Experts:** When conducting the periodic reviews as provided for in this chapter,  
 1737 International Pride Softball may, but need not, use outside advisors. If outside experts are used, their use shall not  
 1738 relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

1739

1740

## CHAPTER 90 – DRAFTING AND REVISION MANUAL

1741

1742 **90.01 Jurisdiction:** This chapter shall be the jurisdiction of the Governance Committee and amended by majority  
 1743 at any committee meeting.

1744

## 1745 SECTION 1 – FORM AND STYLE OF GOVERNING DOCUMENTS

1746

1747 **90.10 General Form:** This organization utilizes a consolidated governance manual which shall include the  
 1748 Articles of Incorporation, Bylaws, and subordinate policies. All distinct policy measures shall be located within  
 1749 chapters of this manual.

1750

1751 **90.11 Structure of Manual:** The manual shall be divided into four (4) volumes, each with individual chapters  
 1752 which may contain individual sections and/or sub-sections. Volumes shall be denoted by Roman numeral. Chapters  
 1753 and sections shall be denoted by Arabic numeral. Each chapter shall have sub-sections denoted by Arabic numeral  
 1754 with at least two (2), but no more than three (3), decimal places listed and may or may not have sections listed. No  
 1755 subsection shall be placed in a section if the first number to the right of the decimal point is a zero. Each sub-  
 1756 section placed within a section shall have the first number to the right of the decimal point correspond to the  
 1757 number of the section. Any delineation of a sub-section is limited to one (1) order which shall be indicated with a  
 1758 small-case letter of the Latin alphabet. Notwithstanding this section, the Articles of Incorporation shall be  
 1759 presented as filed with the State of Wisconsin. The entire governance manual shall contain line numbers, running  
 1760 in continuous fashion for ease of reference.

1761

1762 **90.12 Headlines without Authority:** The table of contents of the governance manual and/or headlines of  
 1763 chapters, sections, and/or sub-sections are without authority and listed for reference purposes only. The  
 1764 Governance Committee shall alter the table and/or headlines to best reflect the contents as it sees fit.

1765

1766 **90.13 Pronoun Usage:** In all cases in this organization, the use of any pronoun shall apply to any gender identity.

1767

- 1768 **90.14 Standard Usage of Common terms:** The following terms shall be applied in the following manner:  
1769 a. Organization – International Pride Softball  
1770 b. Member Association – an individual member league who is recognized as a member of the organization.  
1771 Delegate or council member, not including a member of the board, may be used in place of member  
1772 association.  
1773 c. Board – the iPride Softball Board of Directors  
1774

## 1775 SECTION 2 – AMENDMENTS

1776  
1777 **90.20 Amendments:** The Governance Committee shall prepare a standard form for council and committee use  
1778 for amendments to the governance manual. Amendments shall be reviewed by the committee and/or  
1779 parliamentarian who shall concur that the amendment conforms to the form and style of the governing manual. A  
1780 non-concurrence by the committee and/or parliamentarian shall not prevent action on the amendment but shall  
1781 be relayed to the Council and/or committee of jurisdiction.  
1782

1783 **90.21 Revisions:** Upon adoption, the committee shall prepare the adopted revisions to the manual for  
1784 publication.  
1785

1786 **90.22 Notice of Revisions:** The Secretary shall provide notice to the members whenever revisions are authorized  
1787 by the body of jurisdiction and published by the Secretary.  
1788

1789 **90.23 Annotations of Changes:** The committee, in conjunction with the secretary, shall compile and record a  
1790 cross-reference log of amendments adopted to the governance manual and the minutes of the actions. The  
1791 Change Log shall be included at the end of the governance manual and retain a minimum of four (4) previous  
1792 meetings records.

1793  
1794**VOLUME IV – ADMINISTRATIVE POLICIES**

VOLUME 4			PAGE
Administrative Policies	Chapter 100	NAGAAA Hall of Fame	45
	Chapter 101	NAGAAA Archives	47
	Chapter 110	Position Requirements of the Board of Directors	47
	Chapter 111	Position Requirements of the Appointed Officers of the Board of Directors and This Organization	57
	Chapter 115	Nomination Process for Candidates for the Board of Directors	59
	Chapter 116	Background Check Policy for Candidates for the Board of Directors	62
	Chapter 117	Brand Compliance and Enforcement Policy	63
	Chapter 118	Terms & Conditions and Privacy Policy	63
	Chapter 119	Diversity & Leadership Development Policy	64
	Chapter 150	Select Committees Policy	64
	Chapter 200	Regular Season Roster Submission Policy	67
	Chapter 250	Ineligible Player Roster and Policy	68
	Chapter 300	GSWS Tournament Roster Submission Policy	69
	Chapter 305	GSWS Host Hotel Deposit and Requirements	69
	Chapter 331	GSWS Umpire Selection Policy	70
	Chapter 341	GSWS Host City Metropolitan Areas	71
	Chapter 400	Player Inclusion Policy (PIP)	72
	Chapter 810	Payment Terms of Sponsorship Contracts	73

1795  
1796  
1797  
1798  
1799  
1800  
1801  
1802  
1803  
1804  
1805  
1806  
1807  
1808  
1809  
1810  
1811  
1812**CHAPTER 100 – NAGAAA HALL OF FAME**

**100.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at any board meeting.

**100.02 Purpose and Authority:** There is created the NAGAAA Hall of Fame which shall be a program of this organization. The purpose of this program is to recognize the individuals that have made a significant contribution to the NAGAAA organization, the game, and the LGBT community. The authority for this program is found in 4.01 of the Governing Manual.

**100.03 Membership and Leadership:** Membership in the Hall of Fame is achieved through election by two-thirds (2/3) vote of the living members of the Hall of Fame voting on the annual ballot or through selection by the Veterans sub-committee of the Hall of Fame. Leadership of the Hall of Fame is vested in the Chair of the Hall of Fame program as appointed. The chair shall make recommendations to the Board of Directors on policies and matters affecting the Hall of Fame, coordinate administrative operations for the Hall of Fame, and facilitate dialogue with the Council at the bi-annual Council meetings. The chair shall work collaboratively with the Hall of Fame Board Liaison. Any duty or task of this chapter may be performed by the chair or board liaison regardless of the strictures of this chapter when agreed to by both parties.

- 1813 a. Members of the former NAGAAA Women’s Division Hall of Fame shall not be considered members of this  
1814 Hall of Fame. Any individual may utilize years of membership in the former Women’s Division to achieve  
1815 the minimum requirement of membership for this program.  
1816

1817 **100.04 Nomination of Members:** Nominations for membership in the Hall of Fame shall be made in the form and  
1818 manner provided for by the Hall of Fame chair and in the established time period listed in this chapter. There are  
1819 no restrictions on whom may make a nomination for the Hall of Fame, but you may not self-nominate. Nominees  
1820 must have been active in NAGAAA for at least ten (10) years to be nominated. The chairperson of the Hall of Fame  
1821 shall communicate to the living members of the Hall of Fame all deadlines for nominations and issue appropriate  
1822 reminder as they see fit.  
1823

1824 **100.05 Election of Members:** By the date listed in this chapter, the Hall of Fame Chair shall send all legal  
1825 nominations to the members of the Hall of Fame with a ballot for each nomination. The Chair shall work in  
1826 conjunction with the IT Manager to make ballot access feasible for the members of the Hall of Fame. Each living  
1827 Hall of Fame member shall vote “Yes” or “No” indicating whether or not to permit membership for the nominee.  
1828 The ballots shall be returned by the date listed in this chapter. The Hall of Fame Chair and Board Liaison shall  
1829 individually review, tally, and audit the ballots to determine the number of votes each nominee received and if  
1830 election was achieved.

- 1831 a. At the close of the balloting process described in this section, the Chair shall appoint the Veterans  
1832 Committee, consisting of twelve (12) living Hall of Fame members. The Chair shall forward all nominations  
1833 (with biographical information) which received at least fifty percent (50%) of the votes of the living  
1834 members but were not elected to the Hall of Fame to these committee members.  
1835 b. Notwithstanding this section, the Veterans committee, shall be granted seven (7) days to review the  
1836 nominations and each member shall cast a ballot of “Yes” or “No” for each nomination. The Veterans  
1837 committee shall elect, by a two-thirds (2/3) vote of their number voting, any number of persons to the  
1838 Hall of Fame deserving of the recognition consistent with the purposes of this program and regardless of  
1839 nomination or election by the balance of the existing Hall of Fame members. The Chair and Board Liaison  
1840 shall audit the results of the Veterans Committee.  
1841

1842 **100.06 Results of Election:** No later than June 15, and beginning in 2020 and thereafter, no later than March 1,  
1843 the Hall of Fame Chair shall notify each nominator of an elected nominee of the results of the balloting who shall  
1844 be provided one (1) week to communicate to the nominees the results of the election. Following this notice, the  
1845 Hall of Fame Chair shall draft a communication to the Hall of Fame and Board of Directors the identities of the  
1846 newly elected members of the Hall of Fame. The Chair shall report the results to the members of the Hall of Fame.  
1847 The Secretary shall report this information to the NAGAAA Council, member associations, and the general public.  
1848

1849 **100.07 Hall of Fame Induction:** Newly elected members of the Hall of Fame shall be inducted at a dinner held in  
1850 conjunction with the annual Gay Softball World Series (GSWS). Inductees shall receive one (1) complimentary  
1851 ticket to the event. The Induction Dinner shall be a NAGAAA sanctioned event and subject to all policies and  
1852 procedures of this organization.

- 1853 a. At the winter meeting in the year of the GSWS, the Host City shall provide to the chair a list of available  
1854 venue options for the Hall of Fame dinner. Within sixty (60) days of the adjournment of the Winter  
1855 Meeting, the Hall of Fame chair shall have selected a venue, prepared a draft contract for review by the  
1856 Operations Director and execution by the Commissioner, and communicated said to the Host City and  
1857 Board of Directors. The venue and conduct of the dinner shall conform to guidelines created and  
1858 maintained by the Chair.  
1859 b. The Chair shall be responsible for creating the program of the Induction dinner, designing and procuring  
1860 the new inductee shirts, and general logistics and operations of the induction.  
1861

1862 **100.08 Suspension of Rights and Privileges:** Any member of the Hall of Fame not in good standing as a member  
1863 of NAGAAA shall be suspended of all rights and privileges as a member of the Hall of Fame, including participation

1864 in any NAGAAA sanctioned event until compliance is achieved and good-standing restored in the determination of  
 1865 the Hall of Fame chair and NAGAAA Treasurer.

1866 a. Not in good standing shall be liberally construed and interpreted to indicate any member who is deemed  
 1867 ineligible by this organization to participate in any NAGAAA sanctioned event for any variety of reasons.

1868

1869 **100.09 Deadlines:** The deadlines established for the Hall of Fame shall be incorporated into the Master Deadline  
 1870 schedule of this organization.

1871

1872

## 1873 CHAPTER 101 – NAGAAA ARCHIVES

1874

1875 **101.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 1876 any board meeting.

1877

1878 **101.02 Purpose and Authority:** There is created the NAGAAA Archives which shall be a program of this  
 1879 organization. The purpose of this program is to preserve and commemorate the history of the organization, its  
 1880 significance, and the people who founded, sustained, and contributed to its legacy. The authority for this program  
 1881 is found in 4.01 and 3.01(j) of the Governing Manual.

1882

1883 **101.03 Chair Authorized to Act:** The chair of the NAGAAA Archives, as appointed pursuant to the Bylaws, is  
 1884 authorized to collect, organize, store, and display artifacts and memorabilia (real and/or virtual), which are  
 1885 representative of the organization and events, subject to the authorized budget of this program.

1886

## 1887 CHAPTER 110 – POSITION REQUIREMENTS OF THE BOARD OF DIRECTORS

1888

1889

1890 **110.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 1891 any board meeting.

1892

1893 **110.02 Purpose and Authority:** The purpose of this program is to list, detail, and report the position  
 1894 requirements of the officers of this organization and other select offices as determined by the Board of Directors.  
 1895 The authority for this program is found in 4.04 of the Governing Manual.

1896

1897 **110.03 Members of the Board of Directors:** All elected officers of this organization are members of the Board of  
 1898 Directors.

1899

### 1900 SECTION 1 – GENERAL BOARD MEMBER POSITION REQUIREMENTS

1901

1902 **110.10 General Responsibilities of All Board Members:** Every member of the Board of Directors is responsible  
 1903 for:

1904 a. Overall governance of iPride Softball by establishing and monitoring policies and programs and supporting  
 1905 development and effectiveness of Board of Directors.

1906 b. Establish strategic purpose and direction for iPride Softball by participating in regular strategic working  
 1907 sessions to create operating policies and procedures and monitoring its performance.

1908 c. Represent iPride Softball and its programs and services to stakeholders, including delegates, member  
 1909 associations, and their members, Hall of Fame members, sponsors and partners.

1910 d. Demonstrate fiscal responsibility and ensure the financial health of iPride Softball through conformance  
 1911 to up-to-date fiscal policies and procedures and through ongoing analysis of financial reports.

1912 e. Ensure effective performance of iPride Softball's programs through ongoing program planning and  
 1913 evaluation.

1914 f. Ensure conformance to federal, state, and local laws and agency policies and procedures.

1915

- 1916 **110.11 General Duties of All Board Members:** Every member of the Board of Directors has the following duties:
- 1917 a. Attends all board meetings, including working sessions, and votes as a member in good standing.
- 1918 b. Serves on at least one committee and attends 80% of committee meetings.
- 1919 c. Builds collegial working relationship that contributes to consensus.
- 1920 d. Contributes financially as able to iPride Softball.
- 1921 e. Attends all Council meetings, the GSWS, and iPride Cup.
- 1922 f. Makes serious commitment to participate actively in Board and committee work.
- 1923 g. Volunteers for and willingly accepts assignments and completes them thoroughly and on time.
- 1924 h. Stays informed about Board policies and committee matters, prepares themselves well for meetings,
- 1925 including regular reporting on projects and tasks, and reviews and comments on minutes and reports.
- 1926

1927 **110.12 General Time and Financial Commitment of Board Members:** Every member of the Board of Directors

1928 will have varying amounts of time required for their specific office. Each Board member should expect and be

1929 prepared to dedicate at least 500 hours over a calendar year to the work of the organization with a rapidly

1930 changing schedule. Financial support of the organization is encouraged. Membership on the Board is a serious role

1931 and will require significant time away from family, work, and local community.

1932

1933 **110.13 Benefits of Board Members:** Service on the Board of Directors is a rewarding opportunity to lead a

1934 significant and relevant organization to the lives of LGBT athletes. It is a privilege and honor to be a leader of this

1935 organization and be leaders building the foundation of future success of this organization.

1936

## 1937 SECTION 2 – COMMISSIONER

1938

1939 **110.20 Officer Title:** Commissioner

1940

- 1941 **110.21 Responsibilities:** The Commissioner is responsible and accountable for the following objectives, tasks,
- 1942 roles, and duties:
- 1943 a. Vision and Mission: The Commissioner shall communicate the mission and vision of this organization,
- 1944 coordinate and lead the strategic thinking towards the establishment of long and short-term goals, lead
- 1945 the board in developing a mission driven culture, and work to create a culture of mutual respect and
- 1946 inclusiveness.
- 1947 b. Leadership Development: The Commissioner shall recruit and develop leaders to serve on committees
- 1948 of this organization, ensure the participation of elected and appointed leaders of this organization.
- 1949 c. Management: The Commissioner shall ensure adherence to legal standards and ethical norms and be
- 1950 responsible for the management of this organization, including responsibility for compliance with the
- 1951 governing documents and internal policies of this organization.
- 1952 d. External Relations: The Commissioner shall be responsible for the external relations of this organization
- 1953 and act as the ambassador for the organization.
- 1954

- 1955 **110.22 Duties:** In fulfilling the responsibilities of office, the Commissioner shall perform the following duties:
- 1956 a. Preside over meetings of the council, board, host cities and committee chairs.
- 1957 b. Oversee the general operations of the iPride Softball Board and the organization.
- 1958 c. Work with the Secretary to create agendas.
- 1959 d. Review agendas and supporting materials prior to meetings.
- 1960 e. Attend all board meetings and other meetings necessary for the operation of the organization.
- 1961 f. Appoint the Parliamentarian at each Council meeting.
- 1962 g. Works with the Operations Director to negotiate agreements and execute all contractual agreements for
- 1963 this organization.
- 1964 h. Coordinate and partner with the Treasurer to create a proposed annual budget.
- 1965 i. Serve as co-signer of iPride Softball checking account.
- 1966 j. Maintain an acute working knowledge of the issues pertaining to iPride Softball.
- 1967 k. Provide leadership support and advice to the officers and leaders of this organization.

- 1968 l. Manage communications and documents for Committee Charters, Membership Applications and iPride  
 1969 Softball Event bid intents.  
 1970 m. Attend and assist with the GSWS.  
 1971 n. Other duties as prescribed by the governing documents of this organization.  
 1972 o. Other duties as determined by the Board of Directors.

1973

1974 **110.23 Knowledge, Skills, and Abilities:** The Commissioner should demonstrate understanding and  
 1975 competence in the following knowledge, skills, and abilities:

- 1976 a. Professional experience with leadership training.  
 1977 b. Diplomatic Skills.  
 1978 c. A natural affinity for cultivating relationships.  
 1979 d. Public Speaking.  
 1980 e. Passion for improving lives.  
 1981 f. Commitment to the mission and vision of the organization.

1982

1983 **110.24 Time and Financial Commitment:** The Commissioner should be prepared to dedicate significant  
 1984 amounts of time to the leadership of and planning for this organization, including significant time apart from  
 1985 family, relationships, and work. The Commissioner must have the ability to travel. Attendance at and work for  
 1986 this organization will consume roughly 2,000 – 2,500 hours per calendar year.

1987

1988 **110.25 Benefits:** The benefits of this office include travel opportunities across North America, increased  
 1989 networking opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,  
 1990 interaction and leadership with an international organization, refining and sharpening of management and  
 1991 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.

1992

1993 **110.26 Programs:** The Commissioner serves *ex officio* to all iPride Softball Programs, and is the designated  
 1994 liaison of the Board to the Hall of Fame program.

1995

1996 **110.27 Committees:** The Commissioner serves *ex officio* in all iPride Softball Committees and is the designated  
 1997 liaison of the Board to the DEI, Ethics, and Membership committees.

1998

### 1999 SECTION 3 – COMPETITION DIRECTOR

2000

2001 **110.30 Officer Title: Competition Director**

2002

2003 **110.31 Responsibilities:** The Competition Director is responsible and accountable for the following objectives,  
 2004 tasks, roles, and duties:

- 2005 a. Competition: Competition Director is responsible for oversight of the iPride Softball ratings, participant  
 2006 eligibility for all iPride Softball Events, participant registration for all iPride Softball Events, rules of fair  
 2007 play, protests, and other relevant issues of the game.  
 2008 b. Leadership: The Competition Director is responsible for maintaining a working relationship with the  
 2009 Commissioner and other officers and knowledge of the mission and vision of this organization.

2010

2011 **110.32 Duties:** In fulfilling the responsibilities of office, the Competition Director shall perform the following  
 2012 duties:

- 2013 a. Oversee operation of the iPride Softball Portal.  
 2014 b. Oversee the iPride Softball rating system.  
 2015 c. Attend all board meetings and other meetings necessary for the operation of the organization.  
 2016 d. Maintain an acute working knowledge of the issues pertaining to iPride Softball.  
 2017 e. Provide leadership support and advice to the officers and leaders of this organization.  
 2018 f. Manage the Protest team at all iPride Softball Events  
 2019 g. Works with IT Manager to oversee and implement efficient processes pertaining to the protest process.  
 2020 h. Attend and assist with the GSWS.

- 2021 i. Other duties as prescribed by the governing documents of this organization.  
 2022 j. Other duties as determined by the Commissioner and/or the Board of Directors.

2023

2024 **110.33 Knowledge, Skills, and Abilities:** The Competition Director should demonstrate understanding and  
 2025 competence in the following knowledge, skills, and abilities:

- 2026 a. Effective communication including facilitating group discussions and oral and written skills.  
 2027 b. Management of people.  
 2028 c. Policy and process development.  
 2029 d. Diplomatic Skills.  
 2030 e. Problem solving ability, including technology awareness for emerging solutions.  
 2031 f. Prioritize competing interests and goals, manage time to ensure successful completion of all work  
 2032 assignments and engage constituents to acquire feedback and insights.  
 2033 g. Maintain a thorough understanding of the iPride Softball Rating System, the Protest Process Protocols,  
 2034 USA Softball rules, and the iPride Softball Portal.

2035

2036 **110.34 Time and Financial Commitment:** The Competition Director should be prepared to dedicate significant  
 2037 amounts of time to the administration and execution of all fair play processes at iPride Softball sanctioned  
 2038 tournaments, including significant time apart from family, relationships, and work during those periods. The  
 2039 Competition Director must have the ability to travel. Attendance at and work for this organization will consume  
 2040 roughly 1,500-2,000 hours per calendar year.

2041

2042 **110.35 Benefits:** The benefits of this office include travel opportunities across North America, operating and  
 2043 administering the largest LGBT single sport week-long event in the world, increased networking opportunities with  
 2044 other athletic organizations, commercial enterprises, and non-profit organizations, interaction and leadership with  
 2045 an international organization, refining and sharpening of management and organizational skills, and development  
 2046 of life-long and rewarding relationships with LGBT leaders and athletes.

2047

2048 **110.36 Programs:** The Competition Director is not assigned to any program but assists as requested and able.

2049

2050 **110.37 Committees:** The Competition Director is the designated liaison of the Board to the Competition  
 2051 committee and ex officio in all iPride Softball Committees for the purposes of fair play and competition  
 2052 procedural board direction.

2053

#### 2054 SECTION 4 – SECRETARY

2055

2056 **110.40 Officer Title:** Secretary

2057

2058 **110.41 Responsibilities:** The Secretary is responsible and accountable for the following objectives, tasks, roles,  
 2059 and duties:

- 2060 a. **Governing Documents:** The Secretary shall maintain, update, and record all governing documents and  
 2061 official actions of this organization, including the minutes and actions of the Council and Board of  
 2062 Directors.  
 2063 b. **Communication:** The Secretary shall maintain and execute all official internal communications to the  
 2064 member associations, council, committee chairs, and other relevant parties.  
 2065 c. **Record Keeping:** The Secretary shall collect and maintain all relevant historical documentation for the  
 2066 organization.  
 2067 d. **Education:** The Secretary shall maintain, coordinate, develop, and evaluate curriculum for educational  
 2068 programs identified by Council and the Board of Directors.

2069

2070 **110.42 Duties:** In fulfilling the responsibilities of office, the Secretary shall perform the following duties:

- 2071 a. Collaborate with the IT Manager to maintain an email system for all levels of administration.  
 2072 b. Record and develop minutes from council meetings.  
 2073 c. Update and manage Governing Manual.

- 2074 d. Collect member association information that is beneficial to the Board of Directors including: Officer  
2075 Positions, tournament information, Voting Representative declaration, Proof of Voting Rights, and USA  
2076 Softball membership of teams.
- 2077 e. Manage document translation needs for all languages identified by the Board of Directors.
- 2078 f. Identify educational curriculum and modules for the organization and coordinate with the Board  
2079 members and Committees to develop and maintain content.
- 2080 g. Communicate and interact with voting representatives and member associations.
- 2081 h. Distribute constituent emails received from iPride Softball website to appropriate officer for response.
- 2082 i. Manage survey and data collection for the organization.
- 2083 j. Collect USA Softball proof for teams participating in GSWS and iPride Cup.
- 2084 k. Produce necessary documents for meetings.
- 2085 l. Maintain a history of iPride Softball documentation through an online storage system.
- 2086 m. Participate in Board Conference Calls and Council Meetings.
- 2087 n. Assist w/preparation for Council Meetings.
- 2088 o. Provide support to Board members as requested.
- 2089 p. Attend and assist with the GSWS.
- 2090 q. Other duties as prescribed by the governing documents of this organization.
- 2091 r. Other duties as determined by the Commissioner and/or the Board of Directors.

2092

2093 **110.43 Knowledge, Skills, and Abilities:** The Secretary should demonstrate understanding and competence in  
2094 the following knowledge, skills, and abilities:

- 2095 a. Good communications skills.
- 2096 b. Able to speak in front of large groups.
- 2097 c. Good organizational skills.
- 2098 d. Basic computer knowledge.
- 2099 e. Advanced knowledge of the Microsoft Suite.
- 2100 f. Ability to travel.

2101

2102 **110.44 Time and Financial Commitment:** The Secretary should be prepared to dedicate significant amounts of  
2103 time to the administration and execution of the duties of the office, including significant time apart from family,  
2104 relationships, and work. The Secretary must have the ability to travel. Attendance at and work for this organization  
2105 will consume roughly 1,000-1,500 hours per calendar year.

2106

2107 **110.45 Benefits:** The benefits of this office include travel opportunities across North America, interaction and  
2108 leadership with an international organization and its members, refining and sharpening of management and  
2109 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.

2110

2111 **110.46 Programs:** The Secretary is assigned to the Archives program.

2112

2113 **110.47 Committees:** The Secretary is the designated liaison of the Board to the Governance committee and ex  
2114 officio in all iPride Softball Committees for the purposes of Archives, Governance, Communication, and  
2115 Education board direction.

2116

2117 **SECTION 5 – TREASURER**

2118

2119 **110.50 Officer Title:** Treasurer

2120

2121 **110.51 Responsibilities:** The Treasurer is responsible and accountable for the following objectives, tasks, roles,  
2122 and duties:

- 2123 a. Account and Investment management
- 2124 b. Financial transaction oversight
- 2125 c. Budget development and compliance
- 2126 d. Financial Policies development and compliance

2127 e. Reporting of fiscal status

2128

2129 **110.52 Duties:** In fulfilling the responsibilities of office, the Treasurer shall perform the following duties:

2130 a. Liaise with Permanent Finance & Audit Committee

2131 b. Set up and maintain Accounting Systems

2132 c. Set up and maintain Financial Reporting Structure

2133 d. Maintain and Update Chart of Accounts as necessary

2134 e. Maintain proper revenue & expense documentation

2135 f. Complete annual state registrations as required

2136 g. Manage banking relationships

2137 h. Manage and maintain Insurances: D&O, Tournament Insurance, General & Auto Liability (as required)

2138 i. Properly record & track established reserves (unrestricted, restricted, special designations, and budget stabilization fund)

2139 j. Reconcile Bank Accounts Monthly

2141 k. Maintain Corporate Card Statements and reconcile monthly statements

2142 l. Set up and manage merchant payment systems

2143 m. Post and reconcile revenue payments and make bank deposits

2144 n. Post and reconcile expense transactions

2145 o. Maintain A/P and cut checks (vendor payables, per diems, travel reimbursements)

2146 p. Ensure all required member city payments are made by related deadlines (Membership Dues, Team Fees, Hotel Deposits, Fines & Fees (as applicable))

2147 q. Reconcile hotel master bills to hotel contract and appropriately record to the financials

2149 r. Track incoming hotel deposits by member cities and process hotel deposit refunds post-tournament

2150 s. Work with the Commissioner and Permanent Finance & Audit committee to complete annual budget

2151 t. Work with the Commissioner and Operations Director on hotel contract negotiations

2152 u. Work with Partnerships Director to finalize corporate partner agreements, and invoice/collect partner revenue

2153 v. Work with Competition Director to invoice/collect all roster and protest fines.

2155 w. Timely filing of Federal 990 tax returns and state sales tax returns (as required)

2156 x. Complete internal audits as directed by the permanent Finance and Audit Committee

2157 y. Creating and serving as legal signatory on checks

2158 z. Managing investments of excess and reserve funds

2159 aa. Ensure the organizations financial activities are in compliance with G.A.A.P. (Generally Accepted Accounting Principles) and IRS code pertaining to 501C3 status of the organization

2161 bb. Develop systems for keeping cash flow manageable

2162 cc. Overseeing the development of and compliance with the organization's financial policies

2163 dd. Report regularly to the board of key financial events, trends, concerns, and assessment of fiscal health

2164 ee. Complete required financial reporting quarterly and report to the Board. Provide and present annual financial statements and financial position to Council at each Winter Meeting and year to date financial statement and financial position to Council at each Summer Meeting.

2166 ff. Provide support to Board members as requested.

2168 gg. Attend and assist with the GSWS.

2169 hh. Other duties as prescribed by the governing documents of this organization.

2170 ii. Other duties as determined by the Commissioner and/or the Board of Directors.

2171

2172 **110.53 Knowledge, Skills, and Abilities:** The Treasurer should demonstrate understanding and competence in the following knowledge, skills, and abilities:

2173 a. Financial literacy

2175 b. General accounting knowledge

2176 c. Attention to detail

2177 d. Timeliness in completing tasks

2178 e. Organized and accurate record keeping

2179 f. Willingness to ask questions

2180 g. Trustworthiness

2181

2182 **110.54 Time and Financial Commitment:** The Treasurer should be prepared to dedicate significant amounts of  
 2183 time to the administration and execution of the duties of the office, including significant time apart from family,  
 2184 relationships, and work. The Treasurer must have the ability to travel. Attendance at and work for this organization  
 2185 will consume roughly 1,500-2,000 hours per calendar year.

2186

2187 **110.55 Benefits:** The benefits of this office include travel opportunities across North America, interaction and  
 2188 leadership with an international organization and its members, refining and sharpening of management and  
 2189 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.

2190

2191 **110.56 Programs:** The Treasurer is not assigned to any program but assists as requested and able.

2192

2193 **110.57 Committees:** The Treasurer serves as the designated liaison of the Board to the Finance committee and ex  
 2194 officio in all iPride Softball Committees for the purposes of financial board direction.

2195

## 2196 SECTION 6 – PARTNERSHIPS DIRECTOR

2197

2198 **110.60 Officer Title:** Partnerships Director

2199

2200 **110.61 Responsibilities:** The Partnerships Director is responsible and accountable for the following objectives,  
 2201 tasks, roles, and duties:

- 2202 a. **Financial/In-Kind Support:** The Partnerships Director shall build and maintain long-term business  
 2203 relationships with organizations who can, financially or in-kind, affect the bottom line of the  
 2204 organization’s annual projected budget and offset expenses through revenue.
- 2205 b. **Marketing/Brand:** The Partnerships Director shall ensure the organization’s brand is elevated, and the  
 2206 organization’s presence in the public realm is positive and proactive.

2207

2208 **110.62 Duties:** In fulfilling the responsibilities of office, the Partnerships Director shall perform the following  
 2209 duties:

- 2210 a. Develop and implement a strategic plan for obtaining one-time sponsorships and long-term  
 2211 partnerships at the iPride Softball level and act as an advisor to the GSWS host committee(s) on all  
 2212 things pertaining to local/GSWS sponsorships.
- 2213 b. Create a partnership packet that effectively communicates the value that can be gained from being a  
 2214 partner with iPride Softball and levels of partnerships.
- 2215 c. Coordinate requests for proposals (RFP’s) for vendors and other third-party service providers when  
 2216 requested.
- 2217 d. Work with the Commissioner and Operations Director to prepare contracts for corporate, in-kind, and  
 2218 external vendor relationships.
- 2219 e. Provide oversight for partner brand activation, including materials, signage and advertising, onsite  
 2220 vendor placement and promotion, reporting results (ROI) to the brand teams.
- 2221 f. Conduct ongoing marketing and demographic surveys to elevate the “value” of iPride Softball to our  
 2222 current and potential sponsors and partners.
- 2223 g. Act as an advisor to member associations on all things fundraising and sponsorships, including the  
 2224 development of leads for member associations.
- 2225 h. Maintain the integrity of the iPride Softball brand.
- 2226 i. Act as an advisor to member associations on all things business development, including the development  
 2227 of leads for member associations.
- 2228 j. Attend and assist with the GSWS.
- 2229 k. Other duties as prescribed by the governing documents of this organization.
- 2230 l. Other duties as determined by the Commissioner and/or the Board of Directors.

2231

2232 **110.63 Knowledge, Skills, and Abilities:** The Partnerships Director should demonstrate understanding and  
 2233 competence in the following knowledge, skills, and abilities:

- 2234 a. Strong communications skills.
- 2235 b. Branding experience.
- 2236 c. Able to forge a relationship with media.
- 2237 d. Experience with project management software.
- 2238 e. Cloud storage knowledge.
- 2239 f. Knowledge of social media platforms.
- 2240 g. Strong marketing and communications skills (Word/PPT).
- 2241 h. Sales/development background and presentation (PPT).
- 2242 i. Research and trend analysis.

2243

2244 **110.64 Time and Financial Commitment:** The Partnerships Director should be prepared to dedicate significant  
 2245 amounts of time to the administration and execution of the duties of the office, including significant time apart  
 2246 from family, relationships, and work. The Partnerships Director must have the ability to travel. Attendance at and  
 2247 work for this organization will consume roughly 500-1000 hours per calendar year.

2248

2249 **110.65 Benefits:** The benefits of this office include travel opportunities across North America, interaction and  
 2250 leadership with an international organization and its members, the reward of assisting member associations with  
 2251 marketing, PR, and sponsorship ideas, development of sales, contract negotiation and communication skills, and  
 2252 development of life-long and rewarding relationships with LGBT leaders and athletes.

2253

2254 **110.66 Programs:** The Partnerships Director is not assigned to any program but assists as requested and able.

2255

2256 **110.67 Committees:** The Operations Director serves as the designated liaison of the Board to the Sponsorship  
 2257 Committee and ex officio in all iPride Softball Committees for the purposes of Partnerships, Sponsorships, and  
 2258 Fundraising.

2259

## 2260 SECTION 7 – OPERATIONS DIRECTOR

2261

2262 **110.70 Officer Title:** Operations Director

2263

2264 **110.71 Responsibilities:** The Operations Director is responsible and accountable for the following objectives,  
 2265 tasks, roles, and duties:

- 2266 a. Board of Directors Communications: The Operations Director shall maintain and execute all official  
 2267 internal communications to the Board of Directors.
- 2268 b. Board of Directors Operations: The Operations Director shall prioritize, execute, and be accountable for  
 2269 the fulfillment of all non-event operations including human resources, legal review, risk management, and  
 2270 ethical norms.
- 2271 c. Logistics: The Operations Director shall be responsible for overseeing and executing all non-event logistics  
 2272 for the organization including council meetings and special meetings of the Board of Directors.

2273

2274 **110.72 Duties:** In fulfilling the responsibilities of office, the Operations Director shall perform the following  
 2275 duties:

- 2276 a. Working with the Commissioner, guide the general operations of the iPride Softball Board and the  
 2277 organization.
- 2278 b. Attend all board meetings and other meetings necessary for the operation of the organization.
- 2279 c. Working with the Commissioner, plan and facilitate strategic working sessions of the Board of Directors,  
 2280 prepare strategic working session agendas, and prepare meeting materials prior to meetings.
- 2281 d. Coordinate all logistical and planning details for Council and Board of Directors annual and special  
 2282 meetings.
- 2283 e. Work with the Treasurer and Commissioner to create a proposed annual budget.

- 2284 f. Maintain an acute working knowledge of the issues pertaining to iPride Softball.  
 2285 g. Create ad hoc committees as necessary for the completion of projects and tasks.  
 2286 h. Provide monthly, or as requested, reports to the Board of Directors on the status of projects/duties/tasks.  
 2287 i. Act as primary elections officer and oversee the process for officer elections when not actively running or  
 2288 campaigning for re-election, as incumbent Operations Director. Responsibilities include accepting  
 2289 nominations, running background criminal checks, communicating nominee information for publication,  
 2290 facilitating nominee presentations to council, and administering nominee Q&A prior to vote.  
 2291 j. Collect and maintain executed contracts.  
 2292 k. Oversee contract negotiation process and maintain master agreements for the organization including, but  
 2293 not limited to, the Host City Partnership Agreement for GSWS and iPride Cup, Vendor agreements,  
 2294 Partnership/Sponsorship agreements, and Hotel agreements.  
 2295 l. Manage and maintain the inventory of all tournament and meeting related equipment belonging to the  
 2296 organization including reporting of inventory to the Board of Directors annually.  
 2297 m. Develops, updates, and maintains standard operating procedures related to non-financial business affairs  
 2298 of the organization.  
 2299 n. Act on and resolve all grievances and outside inquiries of the organization. A report of inquiries shall be  
 2300 shared regularly with the Board of Directors.  
 2301 o. Determine when outside consulting is necessary, including legal counsel.  
 2302 p. Attend and assist with the GSWS.  
 2303 q. Other duties as prescribed by the governing documents of this organization.  
 2304 r. Other duties as determined by the Commissioner and/or the Board of Directors.

2305

2306 **110.73 Knowledge, Skills, and Abilities:** The Operations Director should demonstrate understanding and  
 2307 competence in the following knowledge, skills, and abilities:

- 2308 a. Proficiency and understanding of the Governing Manual, iPride Softball operations, and other relevant  
 2309 governing and administrative applications for this organization.  
 2310 b. Good communications skills, including written and oral skills.  
 2311 c. Project management experience and demonstrable skills  
 2312 d. Ability to work cooperatively with others.  
 2313 e. Dispute resolution skills.  
 2314 f. Good organization skills.  
 2315 g. Ability to travel.  
 2316 h. Commitment to the mission and vision of the organization.

2317

2318 **110.74 Time and Financial Commitment:** The Operations Director should be prepared to dedicate significant  
 2319 amounts of time to the planning and execution of the strategic vision for this organization, including significant  
 2320 time apart from family, relationships, and work. The Operations Director must have the ability to travel.  
 2321 Attendance at and work for this organization will consume roughly 2,000 – 2,500 hours per calendar year.

2322

2323 **110.75 Benefits:** The benefits of this office include travel opportunities across North America, increased  
 2324 networking opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,  
 2325 interaction and leadership with an international organization, refining and sharpening of management and  
 2326 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.

2327

2328 **110.76 Programs:** The Operations Director is not assigned to any program but assists as requested and able.

2329

2330 **110.77 Committees:** The Operations Director serves as the designated liaison of the Board to the Operations  
 2331 Committee and ex officio in all iPride Softball Committees for the purposes of operational, logistical, and  
 2332 administrative board direction.

2333

## 2334 SECTION 8 – ATHLETIC DIRECTOR

2335

2336 **110.80 Officer Title:** Athletic Director  
 2337

2338 **110.81 Responsibilities:** The Athletic Director is responsible and accountable for the following objectives, tasks,  
 2339 roles, and duties:

- 2340 a. Athletics: The Athletic Director shall have responsibility for the planning, preparation, and  
 2341 operation of iPride Softball sanctioned tournaments with emphasis on the rules of the game, official  
 2342 tournament operations and communications, tournament discipline, game  
 2343 equipment, and other relevant issues of the game.  
 2344 b. Communication: The Athletic Director is responsible for ensuring that communication pertaining  
 2345 to iPride Softball sanctioned tournaments accurately conveys requirements, deadlines and processes that  
 2346 facilitate member city participation.  
 2347 c. Leadership: The Athletic Director is responsible for maintaining a working relationship with  
 2348 the Commissioner and other officers and knowledge of the mission and vision of this organization.  
 2349

2350 **110.82 Duties:** In fulfilling the responsibilities of office, the Athletic Director shall perform the following duties:

- 2351 a. Manage the operations team for each iPride Softball sanctioned tournament including but not  
 2352 limited to the UIC, Assistant Athletic Directors, Athletics Committee Members, Board Members, Host City  
 2353 Committee Members, and Host City Volunteers.  
 2354 b. Oversee successful operation of the iPride Cup and GSWS including working with the  
 2355 Commissioner to certify bids for the iPride Cup and GSWS.  
 2356 c. Prepare communications for the member associations related to iPride Softball event issues.  
 2357 d. Attend all board meetings and other meetings necessary for the operation of the organization.  
 2358 e. Serve as co-signer of iPride Softball checking account.  
 2359 f. Provide advice and knowledge to the Treasurer on the fiscal conditions and cash flow of sanctioned  
 2360 tournament for the preparation of the budget.  
 2361 g. Maintain an acute working knowledge of the issues pertaining to iPride Softball.  
 2362 h. Provide leadership support and advice to the officers and leaders of this organization.  
 2363 i. Attend and assist with the GSWS and iPride Cup.  
 2364 j. Other duties as prescribed by the governing documents of this organization.  
 2365 k. Other duties as determined by the Commissioner and/or the Board of Directors.  
 2366

2367 **110.83 Knowledge, Skills, and Abilities:** The Athletic Director should demonstrate understanding and  
 2368 competence in the following knowledge, skills, and abilities:

- 2369 a. Effective communication including facilitating group discussions and oral and written skills.  
 2370 b. Management of people.  
 2371 c. Policy and process development.  
 2372 d. Diplomatic Skills.  
 2373 e. Problem solving ability, including technology awareness for emerging solutions.  
 2374 f. Prioritize competing interests and goals, manage time to ensure successful completion of all  
 2375 work assignments and engage constituents to acquire feedback and insights.  
 2376 g. Maintain a thorough understanding of the iPride Softball Rules of Play, Bracket and Game  
 2377 Scheduling, USA Softball rules and registration requirements.  
 2378

2379 **110.84 Time and Financial Commitment:** The Athletic Director should be prepared to dedicate significant  
 2380 amounts of time to the administration and execution of the duties of the office, including significant time apart  
 2381 from family, relationships, and work. The Athletic Director must have the ability to travel. Attendance at and  
 2382 work for this organization will consume roughly 1,500 – 2,000 hours per calendar year.  
 2383

2384 **110.85 Benefits:** The benefits of this office include travel opportunities across North America, operating  
 2385 and administering the largest LGBT single sport week-long event in the world, increased networking  
 2386 opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,

2387 interaction and leadership with an international organization, refining and sharpening of management  
 2388 and organizational skills, and development of life-long and rewarding relationships with LGBT leaders  
 2389 and athletes.

2390

2391 **110.86 Programs:** The Athletic Director is not assigned to any program but assists as requested and able.

2392

2393 **110.87 Committees:** The Athletic Director is the designated liaison of the Board to the Athletics  
 2394 committee and the GSWS Operations team and ex officio in all iPride Softball Committees for the purposes of  
 2395 Athletics and GSWS Operations board direction.

2396

2397 **CHAPTER 111 – POSITION REQUIREMENTS OF THE APPOINTED OFFICERS OF THE BOARD OF DIRECTORS AND**  
 2398 **THIS ORGANIZATION**

2399

2400 **111.01 Jurisdiction.** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2401 any board meeting.

2402

2403 **111.02 Purpose and Authority.** The purpose of this program is to list, detail, and report the Position Requirements  
 2404 of all appointed, non-voting Officers of the Board and Organization

2405

2406 **SECTION 1 – PARLIAMENTARIAN**

2407

2408 **111.10 Officer Title:** Parliamentarian

2409

2410 **111.11 Responsibilities:** The Parliamentarian is an advisor to the Commissioner during the conduct of meetings  
 2411 and to the Board of Directors and committees in matters relating to the governance of this organization and for  
 2412 procedural questions during policy development.

2413

2414 **111.12 Duties:** In fulfilling the responsibilities of office, the Parliamentarian shall perform the following duties:

2415

a. Attend Council Meetings.

2416

b. Attend Board of Directors meetings and calls as required.

2417

c. Interpret enacted policy.

2418

d. Provide advice to the chair of the Council and committee chairs.

2419

e. Rule on matters of parliamentary law and procedural practice.

2420

f. Draft policy as required.

2421

g. Communicate with member associations on behalf of the Commissioner and/or Board of Directors.

2422

2423 **111.13 Knowledge, Skills, and Abilities:** The Parliamentarian should demonstrate understanding and  
 2424 competence in the following knowledge, skills, and abilities:

2425

a. Mastered proficiency in parliamentary law, Robert's Rules of Order, Wisconsin Corporate Law, Internal  
 Revenue Code, and other prevailing governance statutes.

2426

b. Excellent proficiency and understanding of the Governing Manual and iPride Softball operations.

2427

c. Good communications skills, including written and oral skills.

2428

d. Ability to work cooperatively with others.

2429

e. Dispute resolution skills.

2430

f. Good organization skills.

2431

g. Ability to travel.

2432

2433 **111.14 Time and Financial Commitment:** The Parliamentarian should be prepared to dedicate moderate  
 2434 amounts of time to the duties of the office. The Parliamentarian must have the ability to travel. Attendance at and  
 2435 work for this organization will consume roughly 100-200 hours per calendar year.

2436

2437

2438 **111.15 Benefits:** The benefits of this office include travel opportunities across North America, interaction and  
 2439 leadership with an international organization and its members, and development of life-long and rewarding  
 2440 relationships with LGBT leaders and athletes.

2441

2442 **111.16 Programs:** The Parliamentarian is not assigned to any iPride Softball program.

2443

2444 **111.17 Committees:** The Parliamentarian serves all committees *ex officio* at the request of the Commissioner.

2445

## 2446 SECTION 2 – Marketing Manager

2447

2448 **111.20 Officer Title:** Marketing Manager

2449

2450 **111.21 Responsibilities:** The Marketing Manager will be responsible for developing and implementing marketing  
 2451 strategies to enhance the visibility and impact of the organization’s programs, events, and campaigns. The ideal  
 2452 candidate will have a deep understanding of iPride Softball, brand management, social media management,  
 2453 content creation, LGBTQ+ issues, communications, and inclusive marketing practices.

2454

2455 **111.22 Duties:**

2456 a. Develop and implement the organization's marketing plan in alignment with its mission and goals and for  
 2457 expanding awareness and elevating the iPride Softball brand to all audiences internal and external.

2458 b. Manage iPride Softball social media accounts.

2459 c. Oversee the Marketing Committee, volunteers, paid staff, and vendor relationships

2460 d. Oversee marketing designs and creations not limited to signage, content, copywriting, and brand  
 2461 awareness

2462 e. Prepare and distribute press releases and marketing communications that promote iPride Softball’s  
 2463 brand and our events.

2464 f. Prepare and maintain a media guide for our organization, working with the Secretary to incorporate any  
 2465 member association information or historical information from our events into the guide.

2466 g. Act as iPride Softball’s contact for media opportunities.

2467 h. Oversee all iPride Softball social media while incorporating social media into the overall marketing plan  
 2468 for the organization.

2469 i. Oversee and liaison with live streaming partners to ensure brand management and seamless execution  
 2470 through social media or other internet platforms.

2471 j. Update and maintain iPride Softball websites.

2472 k. Provide support to board members as requested.

2473 l. Participate in board conference calls, working sessions, and council meetings.

2474 m. Attend GSWS.

2475 n. Assist with GSWS as needed.

2476 o. Other duties as prescribed by the governing documents of this organization.

2477 p. Other duties as determined by the Commissioner and/or the Board of Directors.

2478

2479 **111.23 Knowledge, Skills, and Abilities:** The Marketing Manager should demonstrate understanding and  
 2480 competence in the following knowledge, skills, and abilities:

2481 a. Strong work ethic and commitment to the organization’s mission.

2482 b. Formal training in marketing, communications, media relations or a related field (equivalent for  
 2483 professional experience).

2484 c. 3+ years of experience in managing marketing plans and/or communication plans

2485 d. Demonstrated understanding of LGBTQ+ issues, language, and culture.

2486 e. Proven ability to develop and implement successful marketing strategies and campaigns.

2487 f. Strong writing, editing, and storytelling skills.

2488 g. Experience managing social media platforms and digital marketing tools.

2489 h. Ability to work collaboratively with diverse teams and stakeholders.

2490 i. Commitment to diversity, equity, and inclusion principles.

2491  
2492  
2493  
2494  
2495  
2496  
2497  
2498  
2499  
2500  
2501  
2502  
2503  
2504  
2505  
2506  
2507  
2508  
2509  
2510  
2511  
2512  
2513  
2514  
2515  
2516  
2517  
2518  
2519  
2520  
2521  
2522  
2523  
2524  
2525  
2526  
2527  
2528  
2529  
2530  
2531  
2532  
2533  
2534  
2535  
2536  
2537  
2538  
2539  
2540  
2541  
2542  
2543

**111.23a Preferred Qualifications:**

- a. Familiarity with fundraising or donor engagement strategies.
- b. Proficiency in graphic design tools (e.g., Canva, Adobe Creative Suite).
- c. Experience with CRM or email marketing software (e.g., Mailchimp, Salesforce).

**111.24 Time and Financial Commitment:** The Marketing Manager should be prepared to dedicate significant amounts of time to the administration and execution of the duties of the position, including significant time apart from family, relationships, and work. The Marketing Director must have the ability to travel. Attendance at and work for this organization will consume roughly 1,000 hours per calendar year.

**111.25 Benefits:** The benefits of this office include travel opportunities across North America, interaction and leadership with an international organization and its members, refining and sharpening of management and organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

**111.26 Programs:** The Marketing Manager is not assigned to any iPride Softball program.

**111.27 Committees:** The Marketing Manager serves all committees *ex officio* at the request of the Commissioner.

**SECTION 3 – Information Technology Manager**

**111.30 Officer Title:** IT Manager

**111.31 Responsibilities:** The IT (Information Technology) Manager will lead the organization’s technology strategy, manage IT operations, and oversee digital tools and systems to support programs, events, staff, and stakeholders. The ideal candidate will combine technical expertise with a passion for advancing social equity through technology.

**111.32 Duties:**

- a. Develop and execute the organization’s IT strategy in alignment with its mission and goals.
- b. Assess and implement technology solutions to enhance program delivery, fundraising, and organizational efficiency.
- c. Monitor emerging technologies and recommend innovations that advance the organization’s impact and operations.
- d. Oversee the maintenance, security, and reliability of the organization’s IT infrastructure, including networks, servers, and cloud-based platforms.
- e. Manage software and hardware procurement, installation, and upgrades.
- f. Ensure compliance with data protection regulations and cybersecurity best practices.
- g. Implement and oversee data systems to track program outcomes, donor engagement, and operational performance.
- h. Ensure data accuracy, integrity, and accessibility while maintaining privacy and security standards.
- i. Provide insights and reports to leadership to inform decision-making and strategy.
- j. Oversee maintenance of the organization’s website and digital tools.
- k. Provide technical support and training to staff, volunteers, and partners to ensure effective use of IT systems.
- l. Evaluate and improve user experience for stakeholders interacting with digital platforms.
- m. Manage vendor relationships and negotiate contracts for IT services and products.
- n. Supervise IT staff, contractors, or volunteers as needed.
- o. Develop and manage the IT budget, ensuring efficient use of resources.
- p. Attend GSWS.
- q. Assist with GSWS as needed.
- r. Other duties as prescribed by the governing documents of this organization.

2544 s. Other duties as determined by the Commissioner and/or the Board of Directors.  
 2545

2546 **111.33 Knowledge, Skills, and Abilities:** The IT Manager should demonstrate understanding and competence in  
 2547 the following knowledge, skills, and abilities:

- 2548 a. Strong work ethic and commitment to the organization's mission.
- 2549 b. Formal training in information technology, computer science, or a related field (or equivalent  
 2550 experience).
- 2551 c. 3+ years of experience in IT, preferably within a nonprofit or mission-driven organization.
- 2552 d. Understanding of IT systems, network management, cybersecurity, and data privacy.
- 2553 e. Experience implementing and managing enterprise platforms and collaboration tools (e.g., Microsoft  
 2554 Teams).
- 2555 f. Commitment to LGBTQ+ equity and understanding of the unique technological needs of nonprofits  
 2556 serving this community.
- 2557 g. Ability to work collaboratively with diverse teams and stakeholders.
- 2558 h. Commitment to diversity, equity, and inclusion principles.  
 2559

2560 **111.33a Preferred Qualifications:**

- 2561 a. 3+ years of experience in Leadership, preferably within a nonprofit or mission-driven organization.
- 2562 b. Familiarity with web development and digital marketing.
- 2563 c. Demonstrated experience training and supporting non-technical staff in IT systems.
- 2564 d. Experience managing iMIS platform.
- 2565 e. Experience managing Microsoft 365 enterprise platform.
- 2566 f. Experience managing Wordpress.  
 2567

2568 **111.34 Time and Financial Commitment:** The IT Manager should be prepared to dedicate significant amounts of  
 2569 time to the administration and execution of the duties of the position, including significant time apart from family,  
 2570 relationships, and work. The IT Director must have the ability to travel. Attendance at and work for this  
 2571 organization will consume roughly 1,000 hours per calendar year.  
 2572

2573 **111.35 Benefits:** The benefits of this office include travel opportunities across North America, interaction and  
 2574 leadership with an international organization and its members, refining and sharpening of management and  
 2575 organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.  
 2576

2577 **111.36 Programs:** The IT Manager is not assigned to any iPride Softball program.  
 2578

2579 **111.37 Committees:** The IT Manager serves all committees *ex officio* at the request of the Commissioner.  
 2580

## 2581 CHAPTER 115 – NOMINATION PROCESS FOR CANDIDATES FOR THE BOARD OF DIRECTORS

2582  
 2583 **115.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2584 any board meeting.  
 2585

2586 **115.02 Purpose and Authority:** The purpose of this policy is to provide a process and parameters for nomination  
 2587 of candidates to the Board of Directors of this organization. The authority for this policy is granted in 2.08 of the  
 2588 Governing Manual.  
 2589

2590 **115.03 Nomination Process Oversight:** The Elections Officer shall be responsible for oversight of this nomination  
 2591 process and ensuring that appropriate actions are taken by this organization, its vendors, and volunteers to comply  
 2592 with and implement this policy. The Elections Officer cannot oversee the elections if they are a candidate for any  
 2593 officer position in that current nomination cycle. In the event that the Elections Officer is a candidate for any office  
 2594 in the current nomination cycle, the secondary elections officer will replace the primary.  
 2595

2596 **115.031 Elections Officers:** The Elections Officer is designated by the odd or even year in which the Election is  
 2597 held. There are two identified persons for the role of Elections officer: The Primary Elections Officer, who conducts  
 2598 the oversight of the nomination process, and the Secondary Elections Officer, who is privy to the process and copied  
 2599 on all notifications and communications to/from the Primary Elections officer to ensure compliance with the  
 2600 elections process. The designated elections officer is as follows by year:

- 2601 • Even Year: Primary Elections Officer: Treasurer; Secondary Elections Officer: Commissioner
- 2602 • Odd Year: Primary Elections Officer: Operations Director; Secondary Elections Officer: Secretary

2603

2604 In the Event that either or both Elections Officers are candidates in the current election nomination cycle, a  
 2605 member of the Board of Directors chosen by the board whom is not a nominee shall become the Elections Officer  
 2606 and assume responsibility of the process. The replacement Elections Officer shall be empowered and required to  
 2607 perform all acts as originally designated to the Elections Officer as listed in this chapter.  
 2608

2609 **115.04 Nomination Period and Notice:** On the day of the adjournment of the Summer Meeting of the Council,  
 2610 the Secretary shall, in writing, inform the members of the Council of the opening of the nomination period for  
 2611 candidates to the Board of Directors. The Elections Officer shall instruct the appropriate person or persons to open  
 2612 the on-line nomination form on this same day. The nomination period shall remain open until 11:59 PM PST of the  
 2613 forty-fifth (45) day preceding the next Winter Meeting.  
 2614

2615 **115.05 Nominator and Nominee Eligibility:** Nominations may be only made by the members of the Council (the  
 2616 voting representative from a member association or the voting member of the Board of Directors). Nominations  
 2617 from any other person, including, but not limited to committee chairs, guests of the council, member association  
 2618 players or officers, or NAGAAA volunteers shall not be considered by this organization. Any person in good  
 2619 standing in NAGAAA, regardless of any membership or activity level may be nominated for the Board of Directors.  
 2620

2621 **115.06 Required Information:** Nominators are required to provide the following information in the nomination:

- 2622 a. Nominator First and Last Name
- 2623 b. Nominator Phone
- 2624 c. Nominator Email
- 2625 d. Nominee First and Last Name
- 2626 e. Nominee Address, including City, State, and Zip
- 2627 f. Nominee Phone
- 2628 g. Nominee Email
- 2629 h. Nominee Member Association Affiliation (if any)
- 2630 i. Office Nominated For

2631

2632 **115.07 Consent to Nomination:** The Elections Officer shall notify any person nominated of the nomination in  
 2633 writing and provide all needed biographical and consent forms following the close of the nomination period. Any  
 2634 person nominated for office and whom is eligible to that office shall consent in writing, in the form and manner  
 2635 provided for by the Board of Directors, to accept the nomination, to agree to and abide by the Board Member  
 2636 Expectations if so elected, and to undergo the mandatory background check process as appropriate. This consent  
 2637 shall be delivered to nominee via electronic mail and shall be returned to the Elections Officer by the nominee by a  
 2638 time and date announced by the board of directors and not less than fourteen (14) days preceding the Winter  
 2639 Meeting. Any consent not signed nor completed fully shall constitute a non-consent to the nomination. Any  
 2640 nominee desiring to not consent to nomination is requested to make such a declaration in writing to the Elections  
 2641 Officer via electronic mail at the earliest possible date. Upon the deadline for this consent or declination of  
 2642 nomination to be submitted, the Elections Officer shall inform the Board of Directors of the list of nominees for  
 2643 each office, which shall be considered candidates for that office henceforth until the election is completed.  
 2644

2645 **CHAPTER 116 – BACKGROUND CHECK POLICY FOR CANDIDATES FOR THE BOARD OF DIRECTORS**

2646

2647 **116.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
2648 any board meeting.

2649  
2650 **116.02 Purpose and Authority:** The purpose of this policy is to provide a policy and process governing the  
2651 background check of candidates for candidates to the Board of Directors of this organization. Nothing in this policy  
2652 shall be construed to bar the election of any candidate that the Council may choose to elect. The authority for this  
2653 policy is granted in 2.08 of the Governing Manual.

2654  
2655 **116.03 Background Process Oversight:** A member, herein the “designee”, of the Board of Directors shall be  
2656 designated by the Board and be responsible for oversight of this background check policy and process and ensuring  
2657 that appropriate actions are taken by this organization, its vendors, and volunteers to comply with and implement  
2658 this policy.

2659  
2660 **116.04 Required Checks and Applicability:** Any person, regardless of office or incumbency, who has consented to  
2661 be a candidate for office shall be subject to a criminal felony background check through a county criminal search  
2662 and a national criminal search. Additionally, any person, regardless of office or incumbency, who has consented to  
2663 their nomination for a specific office which has financial signatory powers as designated by the Board of Directors  
2664 (currently the Commissioner, Operations Director, and Treasurer) shall be subject to a civil process check of  
2665 bankruptcy actions of any kind (ex: Ch. 7, Ch. 11, etc.) in the preceding one (1) year from the date of the  
2666 background check.

2667  
2668 **116.05 Process Considerations:** The designee shall ensure that the required background checks are performed by  
2669 the vendor and collect the report from the vendor. Should there be a record of a felony conviction or a bankruptcy  
2670 within the last year on a candidate(s) for fiscal signatory offices, the designee shall inform the Commissioner of this  
2671 record. If the Commissioner is a nominee for the office for which a nominee has a record of this activity, the  
2672 designee shall inform the next non-elected Board member of this record. The designee and Commissioner, or next  
2673 non-elected Board member, shall together engage the nominee in conversation regarding the circumstances of the  
2674 record and inform the nominee of the duty to disclose this information to the Council prior to election if so  
2675 determined. It shall be the decision, jointly, of the designee and Commissioner, or next non-elected Board  
2676 member, to determine if the record must be disclosed.

2677  
2678 **116.06 Duty to Disclose:** It is the duty of the Board of Directors to disclose the record in question of any nominee  
2679 if so decided by the designee and Commissioner, or next non-elected Board member. This disclosure shall be made  
2680 by the designee to the Council prior to any election for that office and the nominee shall be afforded the  
2681 opportunity to provide context and/or personal disclosure of the record prior to the disclosure by the designee.  
2682 The act of disclosure by the Board shall be conducted appropriately conveying only known facts, honoring the  
2683 dignity of all persons involved, and without personal comment or opinion as the nature of the record.

2684  
2685 **116.07 Nomination Declined at Any Time:** Any nominee may decline their nomination to office at any time,  
2686 including after consenting to the nomination, in writing to the designee. Such a declination shall immediately halt  
2687 any background check or disclosure.

2688  
2689 **116.08 Records Confidential:** The records received by this organization as a result of this policy shall be strictly  
2690 confidential and destroyed immediately after the election for which they have been obtained is completed and a  
2691 nominee elected.

2692

## CHAPTER 117 – BRAND COMPLIANCE & ENFORCEMENT POLICY

2693

2694  
2695 **117.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
2696 any board meeting.

2697

2698 **117.02 Purpose and Authority:** The purpose of this policy is to provide a process and parameters for enforcing  
 2699 compliance as determined in 1.04 Expectations of Membership and subsequent policy documents throughout the  
 2700 governing manual.

2701  
 2702 **117.03 Disciplinary Action:** Any instances of non-compliance identified by the organization shall be brought to  
 2703 the Board of Directors to determine if disciplinary actions shall be enforced. Associated fines will be listed in the  
 2704 Master Fines, Dues, and Fees table in 70.05 of the Governing Manual.

2705  
 2706 **117.04 Brand Compliance, Approval Process, and Guidelines:** The Board will maintain guidelines for approved  
 2707 use of iPride Softball Branding (which include logos and trademarked items). Use of iPride Softball branding  
 2708 elements must be consistent with guidelines defined by the Marketing Manager, who will oversee and implement  
 2709 guideline distribution to Member Associations.

2710  
 2711 **117.05 Process to Address Member Associations for Brand Non-Compliance:** Upon identifying an instance of  
 2712 non-compliance, any member of the Board of Directors or officer of this organization shall provide an electronic  
 2713 mail warning to the offender, copying the Board of Directors and the respective Member Association's  
 2714 Commissioner, with actions to correct within 7 business days. Additional instances after the first warning or failure  
 2715 to correct by the deadline will result in an escalation of penalties as listed below:

- 2716 a. First Infraction: Email Warning  
 2717 b. Second Infraction: Monetary fine as determined by the Board of Directors  
 2718 c. Third Infraction: Loss of a GSWS Berth

2719  
 2720 **117.06 Appeals:** Any infraction resulting in penalty may be appealed as determined in 2.09 of the Governing  
 2721 Manual.

## 2722 **CHAPTER 118 – TERMS & CONDITIONS AND PRIVACY POLICY**

2723  
 2724  
 2725 **118.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2726 any board meeting.

2727  
 2728 **118.02 Purpose and Authority:** The purpose of this policy is to expand the privacy standards to reach across the  
 2729 organization and its affiliate members' private data.

2730  
 2731 **118.03 Terms and Conditions:** The Terms and Conditions for this organization shall be stored on a public  
 2732 webpage, displaying the date in effect and date of last revision, and accessible through the main website of this  
 2733 organization. The permanent website location for the privacy policy is <https://www.ipridesoftball.org/terms-and-conditions/>.

2734  
 2735  
 2736 **118.04 Privacy Policy:** The Privacy Policy for this organization shall be stored on a public webpage, displaying the  
 2737 date in effect and date of last revision, and accessible through the main website of this organization. The  
 2738 permanent website location for the privacy policy is <https://www.ipridesoftball.org/privacy-policy-2/>.

2739  
 2740 **118.05 Process to Address Instances of Violations of the Terms and Conditions or Privacy Policy:** Upon  
 2741 identifying an instance of violation of the Terms and Conditions or Privacy Policy of this organization, any member  
 2742 of the Board of Directors, officer of this organization, or member of council shall follow the Ethics Procedures laid  
 2743 out in Chapter 60 of this governing manual.

## 2744 2745 **CHAPTER 119 – DIVERSITY & LEADERSHIP DEVELOPMENT POLICY**

2746  
 2747  
 2748 **119.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2749 any board meeting.

2750

2751 **119.02 Purpose and Authority:** The purpose of this chapter is to establish the procedures for the Diversity &  
 2752 Leadership Development policy and list the requirements for applicant submission to iPride Softball. This policy  
 2753 serves to increase access to Executive Board leadership for underrepresented groups (BIPOC, non-cisgender, non-  
 2754 U.S., women) as it aligns with the organization’s values listed in Chapter 1.  
 2755

2756 **119.03 Length of Terms:** The term of the leadership development is set for one calendar year. Awarded  
 2757 applicants shall be notified by the procedures of this section, and dates listed in Chapter 70, as determined by the  
 2758 Board of Directors. The Operations Director and Secretary will coordinate with the applicant to ensure travel and  
 2759 lodging needs. The Board of Directors or awarded applicant may terminate the development agreement at any  
 2760 time. Termination by the applicant may be subject to cost reimbursement  
 2761

## 2762 SECTION 1 – APPLICATION PROCESS

2763  
 2764 **119.11 Application Window:** The application process will open at the conclusion of the Summer Meetings and  
 2765 will close on the 30th of November of each year.  
 2766

2767 **119.12 Applicant Commitment:** The applicant agrees to attend the listed requirements as determined by the  
 2768 Board of Directors:

- 2769 a. Thursday and Friday prior to Winter and Summer Meetings
- 2770 b. Both days of the Winter and Summer Meetings
- 2771 c. Attend the Hall of Fame Induction Ceremony and iPride Honors event with the Board of Directors
- 2772 d. Volunteer at one of the following events: iPride Draft, iPride Cup, or a minimum of two (2) days of the  
 2773 GSWS
- 2774 e. Attend one of two (2) in-person working sessions with the Board of Directors
- 2775 f. Attend at least two (2) monthly Executive Board Calls in a calendar year
- 2776 g. Other commitments as determined by the board of directors

2777 **119.13 Applicant Acceptance and Notification:** The Elections Committee will review all applications and provide  
 2778 recommendations for approval prior to the next Executive Board monthly meeting. The Elections Committee  
 2779 review, approval by the Board of Directors, and notification of accepted applicants by the Secretary must be  
 2780 completed by December 15.

## 2781 CHAPTER 150 – SELECT COMMITTEES

2782  
 2783 **150.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2784 any board meeting.  
 2785

2786 **150.02 Purpose and Authority:** Committees are created to support the work of the Board of Directors, the  
 2787 mission, purpose, and the strategic directives of this organization. Each committee may be charged with a unique  
 2788 purpose and authority as designated by the Board of Directors, effective beginning and end dates (if any), and  
 2789 listed in the sections of this chapter.  
 2790

2791 **150.03 Committee Creation:** The Board of Directors may create or dissolve a Select Committee by majority vote.  
 2792 The motion in creation of the committee’s charter shall specify the board liaison, purpose, and authority of the  
 2793 committee, and listed in this chapter.  
 2794

2795 **150.04 Board Liaison:** The Board Liaison for any committee shall be listed under the Officer responsibilities in  
 2796 Chapter 110 and Chapter 111.  
 2797

## 2798 SECTION 1 – Purpose and Authority of Select Committees

2799  
 2800 **150.11 Competition Committee:**

2801  
 2802  
 2803  
 2804  
 2805  
 2806  
 2807  
 2808  
 2809  
 2810  
 2811  
 2812  
 2813  
 2814  
 2815  
 2816  
 2817  
 2818  
 2819  
 2820  
 2821  
 2822  
 2823  
 2824  
 2825  
 2826  
 2827  
 2828  
 2829  
 2830  
 2831  
 2832  
 2833  
 2834  
 2835  
 2836  
 2837  
 2838  
 2839  
 2840  
 2841  
 2842  
 2843  
 2844  
 2845  
 2846  
 2847  
 2848  
 2849  
 2850  
 2851  
 2852

**150.11.1 Purpose:** Oversight on player ratings, including divisional thresholds and local league direction on qualification for participating in iPride Softball sanctioned tournaments, such as the Gay Softball World Series and iPride Cup.

**150.11.2 Authority:** Proposal for amendments to the Governing Manual related to: Player rating questions and definitions; Individual player and team rating thresholds per division, including eligibility restrictions for lower divisions; Roster type makeup, requirements, and definitions; LGBT rule/percentage per team; Qualification requirements for participation at GSWS (Both Team and Player requirements); and, Qualifying association declaration.

**150.12 Diversity, Equity, and Inclusion (DEI) Committee:**

**150.12.1 Purpose:** Strengthen iPride Softball by fostering conversation, initiatives, and action to improve diversity, equity and inclusion.

**150.12.2 Authority:** Create and review DEI initiatives and advise iPride Softball on how to include DEI in all areas of the organization.

**150.13 Membership Committee:**

**150.13.1 Purpose:** Ensure iPride Softball remains a welcoming and supportive organization for all member associations and future member associations. Provide support for member associations to grow, thrive, and participate in the iPride Cup and Gay Softball World Series (GSWS).

**150.13.2 Authority:**

- a. **Advisory Role:** The Membership Committee provides strategic guidance to the iPride Executive Board regarding membership-related matters. While we do not have direct decision-making authority, we work closely with leadership to advocate for member needs and recommend policies that enhance the player and league experience.
- b. **First Point of Contact for New Leagues:** We are responsible for welcoming, educating, and guiding prospective member associations through the petitioning process, helping them understand iPride Softball's structure, benefits, and responsibilities of membership.
- c. **Supporting Existing Leagues:** We work directly with member associations to help them overcome challenges related to recruitment, retention, governance, and GSWS participation.
- d. **Global League Development:** We lead international expansion efforts, working with non-US Leagues to develop strong foundations, provide mentorship, and facilitate their participation in GSWS.
- e. **Collaboration with Member Cities:** We partner with local leagues to share best practices, tackle challenges, and support their long-term success in iPride Softball and the GSWS.

**150.14 Information Technology (IT) Committee:**

**150.14.1 Purpose:** Oversee and manage the technological needs and initiatives of International Pride Softball. Ensures that all IT-related activities align with the organization's goals and objectives, providing a seamless and efficient technological environment for all members.

**150.14.2 Authority:**

- a. **Technology Management:** Oversee the implementation, maintenance, and upgrading of all technological systems and infrastructure.
- b. **Support and Training:** Provide technical support and training to members to ensure they can effectively use the organization's technology.
- c. **Data Security:** Ensure the security and integrity of all data and information systems.

- 2853 d. Innovation: Identify and recommend new technologies that can enhance the organization's operations  
 2854 and participant experience. Implement initiatives upon approval from Board of Directors.  
 2855 e. Compliance: Ensure all IT activities comply with relevant laws, regulations, and organizational policies.  
 2856

2857 **150.15 Marketing Committee:**  
 2858

2859 **150.15.1 Purpose:** To enhance visibility, engagement, and advocacy for iPride Softball's mission within the  
 2860 organization and broader community.  
 2861

2862 **150.15.2 Authority:**

- 2863 a. Develop and execute marketing strategies in alignment with iPride Softball's overarching goals and brand  
 2864 guidelines.  
 2865 b. Allocate resources to initiatives within an approved budget and recommend new initiatives to iPride  
 2866 Softball leadership.  
 2867 c. Engage with external vendors, partners, and sponsors to support marketing initiatives, subject to  
 2868 leadership approval.  
 2869 d. Final decision-making authority on major strategic changes and budgetary expenditures rests with the  
 2870 iPride Softball leadership team.  
 2871

2872 **150.16 Operations Committee:**  
 2873

2874 **150.16.1 Purpose:** Provides support of negotiation and compliance of all contractual agreements entered by the  
 2875 organization, meeting logistics, planning, and inventory.  
 2876

2877 **150.16.2 Authority:**

- 2878 a. Review and make suggested edits to all contracts and agreements entered into by iPride Softball.  
 2879 b. Committee may track and suggest upgrades/replacement to iPride-owned equipment with budgetary  
 2880 implications.  
 2881

2882 **150.17 Partnerships Committee:**  
 2883

2884 **150.17.1 Purpose:** Develop and implement a partnership strategy that maximizes benefits for both iPride  
 2885 Softball and its partners.  
 2886

2887 **150.17.2 Authority:**

- 2888 a. Advisory and Recommendation:  
 2889 a. The committee primarily researches, identifies, and cultivates potential Business/Community  
 2890 partnerships.  
 2891 b. The committee develop partnership proposals, outlining benefits for both the league and the  
 2892 business.  
 2893 c. The committee present their findings and recommendations to the league's board of directors  
 2894 for approval.  
 2895 d. This means the committee can suggest partnership agreements, but the final decision rest with  
 2896 the board.  
 2897 b. Operational Authority (with Board Oversight):  
 2898 a. The committee can manage the day-to-day communication and relationship-building with  
 2899 potential and existing partners.  
 2900 b. The committee can organize and execute partnership-related activities, such as:  
 2901 i. Preparing partnership agreements.  
 2902 ii. Coordinating sponsored events.  
 2903 iii. Managing partner recognition and benefits.  
 2904 c. The committee can monitor and evaluate the effectiveness of partnerships, providing reports to  
 2905 the board.

- 2906 c. Limited Financial Authority:
- 2907 a. The committee may have a limited budget for partnership-related expenses, such as marketing
- 2908 materials or networking events.
- 2909 b. Significant financial decisions, such as signing major partnership agreements, require board
- 2910 approval.

## 2911 CHAPTER 200 – REGULAR SEASON ROSTER SUBMISSION POLICY

2912

2913

2914

2915 **200.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at

2916 any board meeting.

2917

2918 **200.02 Purpose and Authority:** The purpose of this chapter is to list the requirements for submission of the

2919 regular season rosters. The authority for this program is found in 20.10 of the Governing Manual.

2920

2921 **200.03 Submission of the Rosters:** Each member association shall submit, by the deadline listed in Chapter 70,

2922 the following information for each team and each player in the member association’s qualifying season, excluding

2923 players who played in that association in a non-qualifying status. The Commissioner or highest elected leadership

2924 of each member association is responsible for ensuring that this expectation of iPride Softball membership is met.

- 2925 a. Teams: Each team of the regular qualifying season shall be reported by its known name and shall report
- 2926 its manager and their contact information.
- 2927 b. Rosters: Each player of a team shall be reported on the player’s team roster and be identified by the
- 2928 player’s preferred first name, legal last name as it appears on a government issued identification and their
- 2929 birthyear (yyyy)
- 2930 c. Ratings: Each player shall have the rating assigned by the member association submitted along with the
- 2931 regular season roster. No rating for any player may be changed in any way at any time by any association
- 2932 following the deadline listed in Chapter 70.

2933

2934 **200.04 Manner of Submission:** The regular season rosters shall be submitted through the iPride Portal by the

2935 deadline listed in Chapter 70 and will be referenced as the regular season roster team total for Association Berth

2936 Allotments as determined in Section 30.43. Member associations are encouraged to begin this process of

2937 submission well in advance of the deadline and seek the assistance of the Competition Director for help in entering

2938 this data. Any entry made into the iPride Portal may be revised at any time without penalty before the deadline for

2939 submission of the rosters.

2940

2941 **200.05 Sanctions:** All sanctions for errors, omissions, or failure to comply with the required submission of rosters

2942 shall be listed in Chapter 70.

## 2943 CHAPTER 250 – INELIGIBLE PLAYER ROSTER AND POLICY

2944

2945

2946 **250.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at

2947 any board meeting.

2948

2949 **250.02 Purpose and Authority:** The purpose of this chapter is to codify the responsibilities for the ineligible

2950 player list (formerly the banned player list) and create standard definitions for use. The authority for this program

2951 is found in 4.01 of the Governing Manual.

2952

2953 **250.03 Definitions:** The following definitions apply to this chapter and the Governing Manual in their plain

2954 meaning:

- 2955 a. Good-Standing: A member is in “good-standing” when they are not suspended or expelled from
- 2956 participation in iPride Softball sanctioned events by action of the Council or for failure to meet all financial
- 2957 requirements.

2958

2959 **250.04 Maintenance of the Ineligible List:** Following any action which would require any person to be placed on  
 2960 the ineligible list, the Competition Director shall report the information listed in this section to the IT Manager who  
 2961 shall update the list accordingly. The IT Manager shall maintain the ineligible list in a secure area of the iPride  
 2962 Portal with access controlled as authorized by the Competition Director. The IT Manager shall cause the list to be  
 2963 updated when a player is removed from suspension or expulsion and keep archived all information from the list on  
 2964 the player so removed.

2965 a. Information to be collected: This information is needed for each person placed on the ineligible list; full  
 2966 legal name of the person, date of suspension or expulsion, member association of the person (as  
 2967 available), period of suspension or expulsion, and reason for suspension or expulsion.

## 2968 **CHAPTER 300 – GSWS TOURNAMENT ROSTER SUBMISSION POLICY**

2969  
 2970  
 2971 **300.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2972 any board meeting.

2973  
 2974 **300.02 Purpose and Authority:** The purpose of this chapter is to list the requirements for submission of rosters to  
 2975 iPride Softball. The authority for this program is found in 20.13 – 20.18 of the Governing Manual.

2976  
 2977 **300.03 Submission of the Rosters:** Each member association shall submit by the deadline listed in Chapter 70 the  
 2978 following information for each team that it is entering in the Gay Softball World Series, excluding players who  
 2979 played in that association in a non-qualifying status. The Commissioner or highest elected leadership of each  
 2980 member association is responsible for ensuring that this expectation of iPride Softball membership is met.

2981 a. Teams: Each team shall be reported by its known name and shall report its manager and their contact  
 2982 information.

2983 b. Rosters: Each player of a team shall be reported on the player's team roster and be identified by the  
 2984 player's preferred first name, legal last name as it appears on a government issued identification. And  
 2985 their birthyear (yyyy)

2986  
 2987 **300.04 Manner of Submission:** The GSWS Tournament rosters shall be submitted through the iPride Portal.  
 2988 Member associations are encouraged to begin this process of submission well in advance of the deadline and seek  
 2989 the assistance of the Competition Director for help in entering this data. GSWS rosters may not be submitted after  
 2990 the deadline listed in Chapter 70.

2991  
 2992 **300.05 Classes Corrections/Changes:** There are created two (2) different classes of changes that may be made to  
 2993 a GSWS roster for which each class will have a corresponding different sanction or penalty.

2994 a. GSWS Administrative Changes: This class is defined as any correction to a rostered member's name or  
 2995 date of birth entry.

2996 b. GSWS Player Changes: This class is defined as any correction to a roster wherein a rostered member is  
 2997 deleted or added.

2998  
 2999 **300.06 Changes Prohibited:** The following changes to a GSWS roster are prohibited:

3000 a. Any change to a player's rating is a change to a regular season roster and is governed by Chapter 200. A  
 3001 player rating change following the deadline listed in Chapter 70 is prohibited.

3002 b. Following the submission of a GSWS roster, there can be no change made to that roster that would cause  
 3003 the team rating to increase above the team rating that was submitted before the deadline.

3004  
 3005 **300.07 USA Softball (ASA) Cards:** Every team that is entered in the GSWS must present a USA Softball (ASA)  
 3006 member card. Such cards may be purchased from local member associations or through iPride Softball. The Board  
 3007 of Directors shall publicize the manner of obtaining said cards to each member association. Cards are required by  
 3008 the deadline listed in Chapter 70.

3009

3010 **300.08 Entry Fees and Berth Reservations:** Each team must pay its entry fee by the deadline listed in Chapter 70.  
 3011 Member Associations must reserve berths in each division by the deadline listed in Chapter 70 and may cancel any  
 3012 berth reservation before the deadline listed in Chapter 70 for a full refund of fees paid.  
 3013

3014 **300.09 Sanctions:** All sanctions for errors, omissions, or failure to comply with the required submission of rosters  
 3015 shall be listed in Chapter 70 and clearly delineate the sanctions for each class of changes authorized in this section.  
 3016 Each correction of either class of correction shall be counted individually, and the sanction applied to each count.  
 3017 a. The Competition Director and/or Commissioner may provide for exceptions to the deadlines and rules of  
 3018 the GSWS rosters without penalty on a case by case basis for the purposes of overcoming a hardship on  
 3019 the part of that team for circumstances that are beyond the natural control of the team and significantly  
 3020 impair or negate the ability of the team to participate in the GSWS. This rule shall be known as the  
 3021 "hardship rule".  
 3022

### 3023 **CHAPTER 305 – GSWS HOST HOTEL DEPOSIT AND REQUIREMENTS**

3024  
 3025 **305.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 3026 any board meeting.  
 3027

3028 **305.02 Purpose and Authority:** The purpose of this policy is to establish the required number of room nights  
 3029 reserved per team for the GSWS, the amount of the required deposit, the deadline for payment of that deposit,  
 3030 and the process for reimbursement of the deposit and conditions thereof. The authority for this policy is granted in  
 3031 30.41 of the Governing Manual.  
 3032

3033 **305.03 Requirements of Teams:** Each team of any member association entering the GSWS shall provide a deposit  
 3034 payable to the Treasurer by a specified date determined by the board of directors and listed in the Master Dues,  
 3035 Fines, and Fees Schedule (Chapter 70). Each team paying such a deposit must occupy a room at the tournament  
 3036 rate and provide evidence of 15 room nights of occupation at a host hotel of the GSWS as designated by iPride  
 3037 Softball. This requirement is not in effect on any team whose member association is the host association for that  
 3038 year's GSWS or any member association's team who primary metropolitan area is within ninety (90) miles of the  
 3039 metropolitan area of the GSWS host member association.  
 3040

3041 **305.04 Evidence of Occupation of Rooms:** The Treasurer may determine that a member association has met the  
 3042 requirement of room nights by submission of receipts from the member association indicating that said rooms  
 3043 were occupied. These receipts must be submitted to the Treasurer via email or postal mail after the GSWS but no  
 3044 later than 30 days preceding the Winter Meeting immediately following the GSWS. In lieu of the submission of  
 3045 receipts, the Treasurer may make a determination that the requirement is met by utilizing a master list from the  
 3046 host hotel indicating that occupation of rooms occurred. The Treasurer shall notify each member association, via  
 3047 the Secretary, prior to the GSWS if receipts will be needed or if the host hotel shall provide a master list of room  
 3048 occupants.  
 3049

3050 **305.05 Reimbursement of Deposit:** The Treasurer shall return the appropriate deposit amount to each member  
 3051 association which has met the required number of room nights per team by check to the member association  
 3052 representative in attendance at the Winter Meeting following the GSWS.  
 3053

### 3054 **CHAPTER 331– GSWS UMPIRE SELECTION POLICY**

3055  
 3056 **331.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 3057 any board meeting.  
 3058

3059 **331.02 Purpose and Authority:** The purpose of this policy is to ensure the selection of umpires consistent with  
 3060 the rules, regulations, and acts of this organization. The authority for this policy is granted in 30.04 of the  
 3061 Governing Manual.  
 3062

3063 **331.03 Umpire Reviews:** The UIC shall annually review umpires at the GSWS. Performance reviews of umpires  
 3064 shall be the domain of the UIC and shared with the iPride Softball Board of Directors as necessary by either party.  
 3065 Performance Reviews will be completed as follows: All first- and second-year umpires will be evaluated with a  
 3066 detailed evaluation form. All umpires with three (3) plus years of experience will be verbally counseled when areas  
 3067 of improvement exist. The verbal conversation will be documented and submitted with the final group of  
 3068 evaluations for that year's GSWS Report. Any umpire who receives an overall "needs improvement" evaluation,  
 3069 and/or is involved in an unprofessional encounter/incident with a player/manager will be automatically suspended  
 3070 for the following GSWS. A longer suspension may be assigned depending on the egregious nature of the incident.  
 3071 The final decision will be made jointly by the UIC staff and Athletic Director. Any umpire not so suspended is  
 3072 considered in good standing.

3073  
 3074 **331.035 UIC Appointment:** The Commissioner shall appoint the UIC by November 1<sup>st</sup> of a calendar for the GSWS of  
 3075 the following year.  
 3076

3077 **331.04 Umpire Nomination:** The UIC shall seek nominations of umpires for the GSWS by November 1<sup>st</sup> from the  
 3078 commissioners or authorized representatives of member associations.  
 3079

3080 **331.05 Umpire Selection:** The UIC shall, by May 31<sup>st</sup>, select and invite umpires to officiate the GSWS after  
 3081 considering the nominations of the members and the reviews of the umpire from previous years. Umpires will be  
 3082 awarded a position in that year's GSWS based on their order of response to an invitation (i.e., first to respond, first  
 3083 awarded). In order to assure consistency and experience with GSWS umpires, the UIC will issue two invitations.

- 3084 a. First, by February 15, umpires in good standing with five plus (5+) years of GSWS experience will be  
 3085 invited for the upcoming GSWS. Eighty percent (80%) of the allotted umpire slots will be filled from this  
 3086 umpire pool receiving the first invitation and those responding affirmatively to the invitation. After this  
 3087 80% threshold has been met, a wait list will be started of those umpires whom responded to the  
 3088 invitation but were not awarded a position.
- 3089 b. Second, on March 1, umpires in good standing and with less than five (5) years of GSWS experience and  
 3090 all newly recommended umpires will be invited. The remaining twenty percent (20%) of the allotted  
 3091 umpire slots will be filled from this umpire pool receiving the second invitation and those responding  
 3092 affirmatively to the invitation. After the 20% threshold has been met, all names of those umpires from the  
 3093 second pool whom responded to the invitation but were not awarded a position will be added to the wait  
 3094 list started from first umpire pool.
- 3095 c. If on March 15, there are any open umpire slots and no wait list, then umpires from either pool may fill  
 3096 the slots at the discretion of the UIC.

3097 Umpire selection shall represent the diversity of iPride Softball, including international membership.  
 3098

3099 **331.06 Notification to Umpires:** The UIC shall inform all nominated umpires of the status of their nomination by  
 3100 April 1<sup>st</sup>. The UIC shall inform the Secretary of invited and selected umpires by May 31<sup>st</sup>. Selected umpires must  
 3101 provide the UIC staff with a copy of their current year USA Softball (ASA) or Softball Canada certification by July 1<sup>st</sup>  
 3102 in order to be eligible to umpire in the upcoming GSWS. It is the individual umpire's responsibility to confirm their  
 3103 certification has been received and accepted by the UIC staff.  
 3104

#### 3105 **CHAPTER 341 – GSWS HOST CITY METROPOLITAN AREAS**

3106  
 3107 **341.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 3108 any board meeting.  
 3109

3110 **341.02 Purpose and Authority:** The purpose of this policy is to establish the metropolitan areas of each member  
 3111 association solely for the purposes of hosting the GSWS. The authority for this policy is granted in 30.13 of the  
 3112 Governing Manual.  
 3113

3114 **341.03 Metropolitan Areas of the Member Associations:** The current metropolitan areas of each member  
 3115 association are listed in the table below. Member associations are identified by the predominant city of each or  
 3116 their common name:  
 3117

MEMBER CITY	METROPOLITAN AREA
ATLANTA, GA	Atlanta-Athens-Clarke-Sandy Springs, GA CSA
AUSTIN, TX	Austin-Round Rock, TX MSA
BIRMINGHAM, AL	Birmingham-Hoover-Talladega, AL CSA
BOSTON, MA	Boston-Worcester-Providence, MA-RI-NH-CT CSA
CHARLOTTE, NC	Charlotte-Concord-Gastonia, NC MSA
CHICAGO, IL	Chicago-Naperville, IL-IN-WI CSA
CINCINNATI, OH	Cincinnati, OH-KY-IN MSA
COLUMBUS, OH	Columbus-Marion-Zanesville, OH CSA
DALLAS, TX	Dallas-Fort Worth, TX-OK CSA
DENVER, CO	Denver-Aurora, CO CSA
DES MOINES, IA	Des Moines-Ames-West Des Moines, IA CSA
DETROIT, MI	Detroit-Warren-Ann Arbor, MI CSA
FORT LAUDERDALE, FL	Miami-Fort Lauderdale-Port St. Lucie, FL CSA
HAMILTON, ON	Hamilton (Burlington, Grimsby), CMA
HONOLULU, HI	Urban Honolulu, HI MSA
HOUSTON, TX	Houston-The Woodlands, TX CSA
HUNTSVILLE, AL	Huntsville-Decatur, AL CSA
INDIANAPOLIS, IN	Indianapolis-Carmel-Muncie, IN CSA
IOWA CITY, IA	Cedar Rapids-Iowa City, IA CSA
KANSAS CITY, MO	Kansas City-Overland Park-Kansas City, MO-KS CSA
KNOXVILLE, TN	Knoxville-Morristown-Sevierville, TN CSA
LAS VEGAS, NV	Las Vegas-Henderson, NV-AZ CSA
LONG BEACH, CA	Los Angeles-Long Beach, CA CSA
LOS ANGELES, CA	Los Angeles-Long Beach, CA CSA
LOUISVILLE, KY	Louisville-Elizabethtown-Bardstown, KY CSA
MADISON, WI	Madison-Janesville-Beloit, WI CSA
MEMPHIS, TN	Memphis-Forrest City, TN-MS-AR CSA
MID-ATLANTIC	Virginia Beach-Norfolk, VA-NC CSA
MILWAUKEE, WI	Milwaukee-Racine-Waukesha, WI CSA
NASHVILLE, TN	Nashville-Davidson-Murfreesboro, TN CSA
NEW ORLEANS, LA	New Orleans-Metairie-Hammond, LA-MS CSA
NEW YORK, NY	New York-Newark, NY-NJ-CT-PA CSA
OKLAHOMA CITY, OK	Oklahoma City-Shawnee, OK CSA
ORLANDO, FL	Orlando-Deltona-Daytona Beach, FL CSA
PALM SPRINGS, CA	Riverside-San Bernardino-Ontario, CA MSA
PHILADELPHIA, PA	Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA
PHOENIX, AZ	Phoenix-Mesa-Scottsdale, AZ MSA
PITTSBURGH, PA	Greater Pittsburgh, PA MSA
PORTLAND, OR	Portland-Vancouver-Salem, OR-WA CSA
PROVIDENCE	Providence-Warwick, RI-MA MSA
RALEIGH, NC	Raleigh-Durham-Car, NC CSA
SACRAMENTO, CA	Sacramento-Roseville, CA CSA
SAN ANTONIO, TX	San Antonio-New Braunfels, TX MSA
SAN DIEGO, CA	San Diego-Carlsbad, CA MSA
SAN FRANCISCO, CA	San Jose-San Francisco-Oakland, CA CSA
SAN JOSE, CA	San Jose-San Francisco-Oakland, CA CSA

SEATTLE, WA	Seattle-Tacoma, WA CSA
SIOUX FALLS, SD	Sioux Falls, SD MSA
ST. LOUIS, MO	St. Louis-St. Charles-Farmington, MO-IL CSA
SOUTHERN NEW ENGLAND	Hartford-West Hartford, CT CSA
TAMPA, FL	Tampa-St. Petersburg-Clearwater, FL MSA
TORONTO, ON	Toronto (Mississauga, Brampton) CMA
TUCSON, AZ	Tucson-Nogales, AZ CSA
TULSA, OK	Tulsa-Muskogee-Bartlesville, OK CSA
TWIN CITIES	Minneapolis-St. Paul, MN-WI CSA
VANCOUVER, BC	Vancouver (Surrey) CMA
WASHINGTON, D.C.	Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA

3118

3119

### CHAPTER 400 – PLAYER INCLUSION POLICY (PIP)

3120

3121 **400.01 Jurisdiction:** This chapter shall be the jurisdiction of the PIP sub-committee and amended by a majority  
3122 vote at any sub-committee meeting.

3123

3124 **400.02 Purpose & Authority:** The purpose of this policy allows iPride Softball members to participate in the GSWS  
3125 or NAGAAA Cup that have a disability that requires reasonable accommodations to play. The PIP sub-committee is  
3126 comprised of the iPride Softball Athletics Director, the iPride Softball UIC, and one other at-large member named  
3127 prior to the GSWS and NAGAAA Cup independently by the Athletic Director.

3128

3129 **400.03 Disability Definition:** iPride Softball defines disability as: The inability to do any substantial gainful activity  
3130 by reason of any medically determinable physical (except an injury that is not permanent) or mental impairment  
3131 which can be expected to result in death or which has lasted or can be expected to last for a continuous period of  
3132 not less than 12 months.

3133

3134 **400.04 Applying for a Rule Modification:** A person who, because of a verified disability, would like a reasonable  
3135 modification to the Rules in order to participate in the NAGAAA Cup or GSWS should advise the iPride Softball  
3136 Athletic Director or their designee of the requested modification. An injury alone does not qualify an individual for  
3137 a rule modification. A properly submitted request for modification shall only be submitted via the online  
3138 application at the link provided to all iPride Softball Member Cities.

3139

3140 Medical Provider Documentation, including the iPride Softball Physician form, must be submitted by email  
3141 attachment at the time of the request permission. The physician form may be requested no earlier than the  
3142 deadline listed in section 400.05. Contact [pip@ipridesoftball.org](mailto:pip@ipridesoftball.org) to request the form and subsequently submit  
3143 documentation.

3144

3145 This request must include the following:

- 3146 a. Player's full name
- 3147 b. Player's member association and team
- 3148 c. An explanation on why the modification is needed, including how the modification will address the  
3149 player's specific disability.
- 3150 d. Applicants are required to provide the iPride Softball Physician Form, and any other medical  
3151 substantiative documentation for the requested modification.

3152

3153 Once a properly completed PIP Modification application is received, an email confirmation will be sent to the  
3154 applicant.

3155

3156 **400.05: Deadline to Submit Modification Request:** This must be done in order to allow for an inquiry to be  
3157 undertaken to decide whether to allow or deny the requested modification. PIP physician forms can be submitted  
3158 at the start of any calendar year. The complete submission (both physician form and modification request) must be

3159 made no later than the GSWS/iPride Cup rosters due date. Any requests not received by the deadline will be  
3160 refused with no action being taken.

3161  
3162 **400.06 Rule Modification Review:** The PIP sub-committee will review all rule modification requests, to include  
3163 consideration of the participant's specific circumstances, and the purpose of the rule, policy, or practice at issue. It  
3164 will also ensure that the requested modification does not afford either team an unfair advantage or disadvantage.  
3165 The committee that evaluates properly submitted requests may request additional information before providing a  
3166 decision on the granting, or denial of said request. Any committee requests for additional information will have an  
3167 additional 7 days to submit the requested information.

3168  
3169 Once the sub-committee has completed its inquiry, another email will be sent to the applicant advising if the  
3170 request was approved or denied. If the application was approved, that email will also state what the approved  
3171 modification is. The decisions of the Committee will be final.

3172  
3173 **400.07 PIP Cards:** PIP Cards will be provided to team managers at the GSWS Managers Meeting and Registration  
3174 Event at the NAGAAA Cup. PIP Cards must be turned in at the beginning of each game to the home plate umpire in  
3175 order to be granted the modification for that game. Failure to do so will result in the modification not being  
3176 honored for that game.

3177

## 3178 **CHAPTER 810 – PAYMENT TERMS OF SPONSORSHIP CONTRACTS**

3179

3180 **810.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
3181 any board meeting.

3182

3183 **810.02 Purpose and Authority:** The purpose of this policy is to create enforceability of payments provisions in  
3184 sponsorship contracts, ensure said provisions are included in sponsorship contracts, and assist with budget  
3185 development and cash flow of the organization by creating certainty around receivables. The authority for this  
3186 policy is granted in 4.01 of the Governing Manual.

3187

3188 **810.03 Terms of Payment:** All sponsorship contracts or any contract with an amount due to iPride Softball shall  
3189 have a payment due date for the full balance or a schedule of payments with due dates for each payment included  
3190 in the contract before it may be executed by this organization.

3191

3192 **810.04 Invoices:** The Treasurer shall be provided a copy of the payment terms or payment schedule for each  
3193 executed sponsorship contract and shall invoice the sponsor according to that schedule and a reminder for any  
3194 amount that is past due 30, 60, or 90+ days.

# INTERNATIONAL PRIDE SOFTBALL GOVERNING MANUAL

## CHANGE LOG

Meeting Date	Business Item/Motion	Sections Modified	Summary of Changes
Summer 2021	Business Item 16	Sections 1.01 and 1.02	Changes when petitioning league may be voted on for NAGAAA membership; establishes timeframe for re-petitioning if denied
Summer 2021	Business Item 6	Section 2.04	Allows Commissioner to vote if it would “affect the outcome” rather than solely to break ties
Summer 2021	Business Item 20	Sections 10.03, 25.10, and 25.20	Adds metric conversions added to GM measurements
Summer 2021	Business Item 18	Sections 10.05 and 60.21	Eliminates “cash prize” language for disqualification purposes
Summer 2021	Business Item 7	Section 20.13	Eliminates non-LGBT player limit for member association season rosters
Summer 2021	Business Item 19	Section 20.19	Allows A and B Division teams to select 2 of their 4 pick-up players from other member associations
Summer 2021	Business Item 11	Sections 20.35 and 25.20 (Q3 – Q5 and accompanying note)	Modifies hitting questions (Q3 – Q5) and precludes any player with Q5 from playing in the E or D Divisions
Summer 2021	Business Item 12	Section 25.20 (Q10 – Q14)	Changes Q10 – Q13 to be speed-related running questions and makes Q14 a skill-based running question; modifies accompanying note for Q14
Summer 2021	Business Item 13	Section 25.20 (accompanying note about linkage of certain rating questions)	Changes linkage of questions where only Q5 and Q14 are not linked to other questions for skillsets
Summer 2021	Motion (Athletics)	Section 30.45 (table)	Eliminates extra GSWS berth if associations fill all divisions
Summer 2021	Motion (Athletics)	Section 30.45 (table)	Eliminates extra berth per division for GSWS host city starting with 2024 GSWS (i.e., host city gets only one extra team across all divisions in 2024 and on)
Summer 2021	Governance Review	Sections 20.14, 20.15, 20.16, 20.19, 20.35, and 30.45	Corrects minor typographical edits (e.g., capitalization, punctuation); see Redline Document (12/30/2021 version)
Winter 2022	Business Item 13	Section 1.04(f)	Added requirements for local tournaments utilizing NAGAAA Ratings
Winter 2022	Business Item 12	Section 10.03(j)	Changed B Division Homerun limit from 2 to 3

Winter 2022	Business Item 11	Section 25.10	Added Accuracy, Reworded High, Medium, and Low Velocity definition
Winter 2022	Business Item 10	Section 25.20	Modified Fielding Q16 - Q22
Winter 2022	Motion (New Business)	Section 25.20	Modified Q25-Q26
Winter 2022	Motion (Governance)	Sections 30.04; 331.04	Removed January 1 deadline for nominations
Winter 2022	Motion (Athletics Committee)	Section 30.12	Changed timeframe from 3 years to 2 years for bidding GSWS
Winter 2022	Business Item 8	Section 30.42,	Changed No Repeat Rule to apply to 1 <sup>st</sup> – 4 <sup>th</sup> place instead of just 1 <sup>st</sup> – 2 <sup>nd</sup> place
Winter 2022	Motion (Athletics Committee)	Section 30.46	Modified section to include four teams receiving an automatic bid (due to Business Item #8)
Winter 2022	Motion to Instruct Board	Section 70.04	Added fine payment deadline when making an appeal
Winter 2022	Board Instruction	Section 70.06	Updated some deadline dates to reflect 2022
Winter 2022	Motion (Hall of Fame Committee)	Section 100.04	Added restriction for self-nomination into Hall of Fame
Winter 2022	Governance Review	Section 341.03	Added new Member Associations to table
Winter 2022	Motion (Ethics Committee)	Section 60.22	Added new discretionary penalty (probation/written warning)
Board 2022	Board Meeting	Section 70.05	Changed Team Fee from \$600 to \$500
Board 2022	Board Meeting	Section 70.05	Created new Player Fee of \$30 per person
Summer 2022	Business Item 17	Section 1.04(c)	Added requirement for Member Associations to request players to declare their GSWS qualifying member association
Summer 2022	Motion (Governance)	Section 2.061	Required Business Items/Agenda to be sent out 14 calendar days prior to the meeting
Summer 2022	Motion (Governance)	Section 2.07	Required Business Items to be submitted no later than 30 days prior to the meeting
Summer 2022	Business Item 18	Section 10.03(j)	Updated A Division Homerun limit to 4, with a progressive up to 6
Summer 2022	Business Item 16	Section 20.10	Added requirement for players to declare their GSWS qualifying association
Summer 2022	Motion (Athletics)	Section 20.18	Updated roster requirement for Master's Division
Summer 2022	Business Item 15	Section 25.10	Removed several definitions
Summer 2022	Business Item 14	Section 25.20	Updated Q10 - Q14 in ratings table, Added clarifying headers for thresholds
Summer 2022	Motion (Athletics)	Section 30.45	Updated Association Berth Allotment Table

Summer 2022	Motion (Athletics)	Section 40.13	Added tie breaker rules
Summer 2022	Motion (Ethics)	Section 60.04	Added new petition screening process
Summer 2022	Motion to Instruct Board	Section 70.03	Added Fees to this section to clarify the Board has the authority to create new fees
Summer 2022	Governance Review	Sections 70.05; 70.06	Updated dates and corrected a reference section
Summer 2022	Governance Review	Section 341.03	Added new Member Associations to table
Board Nov 2022	Board Meeting	Section 70.05	Added NAGAAA Player Fee
Ethics Dec 2022	Ethics Committee Meeting	Section 60.10	Added clarification on hearing procedures
Winter 2023	Ethics Committee	Section 1.04(a)	Added Code of Conduct
Winter 2023	Business Item 14	Section 3.011	Changed language from 4 to no less than 3 members
Winter 2023	Business Item 12	Section 5.03	Clarified currency exchange
Winter 2023	Business Item 3	Section 10.03(j)	Changed Homerun max in A Division to 5
Winter 2023	Business Item 18	Section 10.04	Added (a)(1), (a)(2) and (b)(1)
Winter 2023	Business Item 24	Section 20.13 –20.19	Cleaned up language, renumbered sections
Winter 2023	Business Item 6	Section 30.06, 40.21	Added new info
Winter 2023	Business Item 26	Section 30.12	Multi-year bid option
Winter 2023	Business Item 17	Section 30.22	Defined tournament seeding
Winter 2023	Business Item 1, 23	Section 30.45	Cleaned up language / Berth Allotment chart
Winter 2023	Business Item 20, 21	Section 30.46	Cleaned up language on GSWS Bids
Winter 2023	Athletics Committee	Section 40.02, 40.11 - 40.13, 40.21	Add Masters C & D to NAGAAA Cup
Winter 2023	Business Item 25	Section 50.30	Changed to 2 GSWS
Winter 2023	Governance Review	Section 90.21	Committee changes to GM
Winter 2023	Membership Committee	Section 341.03	Added Charlotte, Cincinnati and Pittsburgh
Winter 2023	Business Item 16	Section 400	New ADA Policy added
Summer 2023	Competition 18	Section 25.20	Change pitching question wording
Summer 2023	Competition 16	Section 25.10	Remove pitching reference from accuracy definition
Summer 2023	Competition 13	Section 25.20	Change MBA requirements for E in questions 6 and 7
Summer 2023	Competition 12	Section 25.20	Clarify "fair or foul" ball for questions 1-4
Summer 2023	Competition 4	Section 20.10	Clarification about participants who qualify with more than one association
Summer 2023	Competition 1	Section 30.46	No-Repeat rule for Legends only applies to 1 <sup>st</sup> and 2 <sup>nd</sup> place
Summer 2023	Competition 10/DEI	Section 10.03, 20.17-18, 30.20-21, 30.35, 40.02, 40.11-13, 70.03	Change Masters to Legends

Summer 2023	Ethics 8	50.30	Protest committee actions are reviewed at Winter Meeting next year
February 2024	Ethics Committee Revisions	SECTION 60 Complete Revision	Major changes to Ethics Section
Board Feb 2024	Athletics	Section 81.6	Updated umpire payment per game from \$30 to \$35
March 2024	Athletics	Section 10.03(p)	Clarified Courtesy Runner Exceptions to new USA Softball Rule
March 2024	Athletics	Chapter 400	Updated Chapter name and language from ADA Policy to Player Inclusion Policy
March 2024	Competition 5	Section 20.02	Change from "Additional Player" to "Pickup Player". Re-lettering of various definitions of maintain alphabetic order.
March 2024	Competition 5	Section 20.14, 20.15, 20.16, 20.17, 20.18, 20.19, 20.20	Changed/Clarified Roster Definitions
March 2024	Competition 6	Section 30.45	Clarified/Simplified based on new Roster Definitions
March 2024	Competition 7	Section 20.23	Added A Team Cap, modified player and team caps for B, C, D, and E Divisions based on ratings changes
March 2024	Competition New	Section 20.17	Added limits on pickup players for Legends Rosters based on number of teams coming from a Member Association
March 2024	Membership	Section 30.42 and 20.13	International Pass for GSWS 2024, added berth allotment and roster rules.
March 2024	IT 10, 11	Section 30.30, 30.31	Updated for new Registration AND Check-In Processes
March 2024	IT 12	Section 30.40	Updated for new Participant Fees
March 2024	Athletics	Section 30.43	Updated Berth Table to 2 Masters Teams per Division regardless of Member Association Number of Teams
March 2024	New Business/Competition	Section 50.38(a)	Change from "2 or more" to "more than 2"
March 2024	New Business	Section 30.43, 30.44, 30.45, 30.46	Removed Minimum Berth Requirement (30.43) per Council, removed (30.44 – Exceptions) as now irrelevant, and renumbered prior 30.45 and 30.46
March 2024	Competition 7	Section 50.11	Given new A Team Cap, removed A Division exemption from protests, effective 2025.
March 2024	Competition 7	Section 25.20	Removed prior Questions 10 and 14 (running) and renumbered all ratings questions to total of 26, effective 2025
August 2024	Business 3	Section 305.0350	Modified to defer hotel deposit price and deadline to Chapter 70.

August 2024	PIP Sub-Committee Call Item 1	Section 400.04, 400.05	Modified policy to include Medical Provider documentation requirement to policy for application and updated date to submit to 60 days prior to GSWS or NAGAAA Cup.
September 2024	Secretary Motion	Section 70.06	Updated dates to section item P and Q from end of summer meetings to 11:59pm Friday before Summer Meetings.
October 2024	Business Item 1	Section 60.02	Ineligible players are not permitted to play in iPride Softball Member Leagues or Member League Tournaments.
October 2024	Business Item 3	Sections 20.23(f), 20.23(g)	Add Legends Division ratings back into the Ratings Divisional Guidelines.
October 2024	Business Item 4	Section 25.10(k)	Clarifying definition of a 'hit' for Player ratings.
October 2024	Business Item 5	Section 40.13	Eliminate free GSWS berths to NAGAAA Cup winning teams
October 2024	Business Item 6	Add Section 10.03(q)	Wearing Different Head Gears added to Rule exceptions
October 2024	Business Item 10	Sections 4.04(a), 4.05; Add Sections 111.30 and 111.31	Creation of "Section 3 – Other Appointed Officers, allowing the creation of appointed officer roles no limited to IT Manager and Marketing Manager.
October 2024	Business Item 12	Section 50.11	Remove Team Ratings Cap and ratings-related protests in A Division.
October 2024	DEI Committee Item	Add Section 20.02	Definition of LGBT and consistent reference to LGBT through GM.
October 2024	New Business Item 1	Throughout Document	Revise GM to reference iPride Softball in all instances, except for NAGAAA Hall of Fame, NAGAAA Archives, NAGAAA Cup, and include all DBA and Fictitious Names in the Articles of Incorporation.
October 2024	New Business Item 2	Section 341.03	Addition of Tucson, AZ as a member association.
October 2024	Business Item 8	Chapter 40	Change NAGAAA Cup to iPride Cup, effective May 2025
Board Nov 2024	Chapter 70 Revisions	Sections 70.05	Revision of Team and player fees, deadlines, and fees
December 2024	PIP Sub-Committee Call Item 1	Revise sections 400.02, 400.03, and 400.05	Revision of the Player Inclusion Policy
January 2025	Chapter 111 Revisions	Revise Section 3, Add Section 4	Expand on the roles and responsibilities of the Marketing Manager and IT Manager roles.
January 2025	Chapter 115 Revisions	Revise Sections 115.03, 115.04, 115.05, 115.07, and add section 115.031	Codify the elections oversight process and established the roles of elections officer.
February 2025	Chapter 20	Revise 20.23(a)	Change the allowable team cap of 170 to 160 in the A division to align with the previous ratings changes.

February 2025	Chapter 70 Revisions	Revise section 70.06 Table	Clerical revisions to deadlines for Hall of Fame
February 2025	Chapter 100 Revisions	Revise section 100.06	Revision of the Hall of Fame key dates for elections
February 2025	Section 50 Revisions	Revise section 50.33, 50.36	Revision of sections to include loss of a GSWS berth as penalty for violations for causing a team to move up or numerous ratings violations.
February 2025	Chapter 20, Chapter 30	Revise section 20.13, and 30.42	Revise the International Pass to GSWS 2025 and remove the identified selected cities/countries to allow for broader interest.
March 2025	Chapter 111 Revisions	Revise section 3; Create section 4	Clerical revisions to the IT and Marketing Manager's role and description.
April 2025	Chapter 110 Revisions	Revise Chapter 110 & 111 revisions	Restructuring of Board Members Role Descriptions
June 2025	Chapter 200 Revision	Revise section 200.04	Update the language on manner of roster submissions to align with current operations processes.
August 2025	Chapter 81 Revision	Revise Section 81.05	Revise the pay structure for the UIC and Assistant UICs by increasing the per diem cost.
August 2025	Brand Compliance	Creation of Chapter 117; Sections 117.01-117.05	Creation of brand compliance policy for Member Associations.
August 2025	Chapter 90 Revision	Revise Section 90.23	Provide additional parameters to the change log.
September 2025	Privacy Policy and Terms & Conditions	Creation of Chapter 118; Sections 118.01-118.05	Creation of Privacy Policy and Terms and Conditions for International Pride Softball
September 2025	Select Committees	Creation of Chapter 150; Sections 150.01-150.17.2	Creation of the Select Committees policy to provide transparency and clarity to all committees' purpose and authority in the organization.
September 2025	Brand Compliance Revision	Revise Section 117.07	Provide clarity to the brand compliance policy
September 2025	Diversity & Leadership Policy	Creation of Chapter 119; Sections 119.01-119.13	Creation of the Diversity & Leadership Development Policy to codify iPride Softball's commitment to diversity and competence in the next generation of leadership.
October 2025	Business Item #7	Revise Sections 20.02(b), 20.13-20.17, 30.30, 40.12, and 70.05	Revise the term from Non-LGBT to Ally
October 2025	Business Item #8	Revise Sections 3.01 (a)-(d) & 3.02	Revise to align with the structural and operational changes to the standing committees in the organization.
October 2025	Business Item #9	Throughout Governing Manual	Provide alignment to role title changes for Partnerships Director and Competition Director
October 2025	Business Item #13	Revise table in section 30.42	Remove antiquated language from this section

October 2025	Business Item #14	Revise Section 30.42(c)	Update antiquated language from a previous GM Update
October 2025	Business Item #15	Revis Sections 40.02 & 40.11	Change the iPride Cup from an invitational event
October 2025	Business Item #16	Revise Section 25.20	Revise definition to provide clarity to Question 5
October 2025	Business Item #17	Revise Section 25.20	Reduce the throwing questions threshold from 60% to 40%
October 2025	Business Item #18	Revise Section 50.38	Increase the fine for failure to attend a Ratings Workshop from \$100 to \$1000.
October 2025	Business Item #21	Revise Section 25.10(h)	Revise the definition of a fly ball
October 2025	Business Item #22	Revise Section 25.10(k)	Revise the definition of a Hit
October 2025	Business Item #23	Revise Section 25.10(i)	Provide clarity to the definition of a ground ball.
October 2025	Business Item #24	Revise Sections: 20.02(i); 20.02(j); 20.11; 20.12; 20.21; 30.32; 60.21; 200.44; 250.04; & 300.04	Updating antiquated platform language to iPride Portal
October 2025	Business Item #26	Revise Section 30.43	Revisions to align with iPride's current process for GSWS Berth Allotment
October 2025	Business Item #28	Revise Section 50.31(c)	Increase the automatic fine for Non-Ratings Based Protests from \$500 to \$1000
October 2025	Business Item #29	Revise Section 50.33	Increase the automatic fine for penalties for ratings violations causing a team to move up a division from \$500 to \$1000
October 2025	Business Item #30	Revise Section 50.36	Increase automatic fine from \$500 to \$1000.
October 2025	Business Item #32	Creation of Chapter 45; Sections 45.01-45.62	Creation of the iPride Draft Tournament Series.
October 2025	Business Item #33	Remove Section 10.3(d)	Removal of duplicative language to align USA Softball rules
October 2025	Business Item #34	Remove Section 10.3(e)	Removal of duplicative language to align USA Softball rules
October 2025	Business Item #36	Remove Section 10.3(h)	Removal of duplicative language to align USA Softball rules
October 2025	Business Item #37	Revise Section 10.3(k)	Revised to improve pool play scheduling.
October 2025	Business Item #38	Revise Section 10.3(n)	Revised to ban the use of Vaping, Cannabis, and Alcohol use on the field and in the dugout
October 2025	Athletics Committee Motion 1	Revisions to GM Section 400.05	Revisions to Player Inclusion Policy for increased submission window.
October 2025	Athletics Committee Motion 2	Revisions to GM Section 30.22	Revisions to Section 30.22 to include language left out from Winter 2023, and to provide additional clarity.
October 2025	DEI Committee Motion 1	Creation of 3.01(e); Revise Section 2.08	Creation of the standing Elections Committee.

October 2025	Ethics Committee Motion 1	Revision to 50.10	Revision to eliminate antiquated language and provide clarity on who can protest
October 2025	New Business Chapter 20	Removal of 20.19	Removal of Preferred Supporters policy
November 2025	Chapter 70 Table Revisions	Revisions to GM Sections 70.05 & 70.06	Revision of Schedule and Deadlines tables
November 2025	Chapter 341 Revisions	Revision to 341.03 table	Revision to section 341.03 to include Detroit
November 2025	Chapter 45 Revision	Removal of 45.10	Removal of the bid process for iPride Draft Bid Process
November 2025	Chapter 111 Revision	Revise Sections 111.10-111.47	Removal of Emeritus Advisory Officers
<b>PENDING CHANGES</b>			