



# GOVERNING MANUAL

*Revised March 1, 2026*

# International Pride Softball Governing Manual

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## 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.

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

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

### Article Six – Disbursements

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

### **Article Seven – Operations**

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

### **Article Eight – Dissolution**

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

## **VOLUME 2 – BYLAWS**

### **CHAPTER 1 – MEMBERSHIP**

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

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

**1.02 Qualifications:** For any membership petition to be considered by the Council, the committee assigned membership duties must affirm to the Council that all of the following qualifications have been met: (a) The petitioning association has operated a league for two (2) consecutive calendar years preceding the meeting of consideration of the membership petition with a minimum of four (4) teams registered in each of those years; (b) The petitioning association identifies itself as a sports organization in the LGBT community of its metropolitan area; and (c) The petitioning association’s representative attended the immediately two (2) preceding regular Meetings.

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

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

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

- a. **Conduct:** Each Member Association is expected to perform in and to the spirit of the International Pride Softball Code of Conduct, policies and procedures. iPride Softball's Code of Conduct consists of four fundamental principles:
  - i. **Diversity:** We expect iPride Softball affiliates to honor all the diversity within the organization, treating everyone with dignity and respect.
  - ii. **Integrity:** We expect all iPride Softball affiliates to be straightforward, honest, and adhere to sportsmanship in all organizational dealings.
  - iii. **Objectivity:** We expect all iPride Softball affiliates should not allow bias, conflict of interest or outside influence to override their judgement.
  - iv. **Honorable Behavior:** We expect all iPride Softball affiliates to comply with relevant laws and regulations and avoid any action that could negatively impact the reputation of our organization.
- b. **Association Participation:** Each Member Association must comply with and report the information of its activities and leadership as determined by the Board of Directors and pay all dues, fines, and fees by the date due. Member Associations are required to attend the meetings of this organization. Failure to report all required information, attend as required, and/or pay all monies due may result in suspension of voting rights and/or suspension or termination of membership, including possible other sanctions, until such time as compliance is achieved.
  - i. **Member Associations Outside of the United States:** If requested, member associations outside of the United States may be granted a waiver of automatic fines assessed for non-attendance to Winter and Summer meetings due to circumstances not within their control.
- c. **Athletic Participation:** Each Member Association shall register the minimum number of regular season teams in a qualifying season in a calendar year and shall register the minimum number of teams for the Gay Softball World Series (GSWS). Additionally, each Member Association shall have a player registration system that requires players to declare whether the association is their GSWS-qualifying association and any other associations in which the player have, will or may play. Requirements and exceptions to this requirement shall be stated in policy documents of this organization.
- d. **Legal Issues:** No Member Association or individual may enter into a legal agreement using the incorporated name of this organization without the written consent of the Board of Directors. Members of this organization will adhere to the Conflict of Interest Policy of this organization. All Members Associations, voting representatives, committee chairs and members, board directors, staff, and volunteers shall return all organizational property and materials to the Commissioner within ninety (90) days after the end of term of service to the organization.
- e. **Privacy:** Use of the directories of this association is limited to official iPride Softball business only. Reproduction, sale, rental, lease, or use of the directories or any of its contents by any person or group other than the Board of Directors or member associations is strictly prohibited.
- f. **Local Tournaments:** Member Association Tournament Directors/League Officers utilizing iPride Softball ratings in a local tournament must verify those ratings are current and accurate. Team rosters must include the person's name, date of birth, and each rating question. All local tournaments must have a clearly defined protest process.

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

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

## CHAPTER 2 – COUNCIL

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

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

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

**2.03 Parliamentary Authority:** The rules contained in the latest edition of *Robert's Rules of Order Newly Revised* shall govern the organization and all its bodies in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the organization may adopt. Attendance by a majority of those Council members granted the right to vote constitutes a quorum for any meeting of the Council. All main motions shall be delivered in writing, in the form and manner provided for by the Secretary.

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

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

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

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

**2.07 Deadline for Submission of Items of Business:** For all Regular Meetings of the Council, member associations may submit items of business for consideration by the council in the form and manner provided for by the Governance Committee no later than thirty (30) days prior to the convening of the regular meeting. Any motion, having the effect of adding an item of business for consideration not so

submitted, shall require a majority of the Council members present to allow the item to be considered. Petitions to the Ethics Committee on matters of discipline are subject to other deadline rules as authorized in the policies of this organization. The Secretary shall provide notice to the member associations of these deadlines.

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

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

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

### CHAPTER 3 – COMMITTEES

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

- a. **Finance and Audit Committee:** The Finance and Audit Committee is a permanent committee which shall be constituted of no less than three (3) members with accounting and financial experience appointed by the Commissioner. The committee shall meet three times in a calendar year – at the Winter and Summer Council meetings and at a fall meeting of the committee’s choosing. The committee is charged with budget management and development in conjunction with the Board of Directors and any other duties as assigned by the Board of Directors.
- b. **Governance Committee:** The Governance Committee is a permanent committee which shall be constituted of no less than three (3) members with knowledge of the iPride Softball Governing Manual and Roberts Rules of Order appointed by the Commissioner.
- c. **Ethics Committee:** The Ethics Committee is a permanent committee which shall be constituted of no less than three (3) members appointed by the Commissioner. The Ethics Committee oversees requests for ethics hearings and maintains the ineligible players list for the organization.
- d. **Athletics Committee:** The Athletics Committee is a permanent committee which shall be constituted of no less than three (3) members appointed by the Commissioner.
- e. **Elections Committee:** The Elections Committee is a permanent committee which shall be constituted of no less than three (3) people. Elections Committee members are emphasized to come from traditionally underrepresented groups in iPride leadership roles (BIPOC, non-cisgender, non-U.S., women) when possible. The Elections Committee exists to provide transparency within the elections process and to recruit candidates from underrepresented groups to run for office. The committee shall meet no later than 60 days prior to the winter meeting to vote to nominate candidates to the applicable positions that are slated for election at that winter meeting. Members of the committee shall be appointed by the Commissioner. No member association is granted more than one (1) vote in any committee or taskforce.
- f. **Operations Committee:** The Operations Committee, a permanent committee, shall consist of at least three members with professional experience or expertise in business operations and administration, legal matters, insurance, and/or human resources. Appointments to the committee shall be made by the Commissioner. The committee shall meet three times annually, or as

necessary based on need. Its primary responsibility is to minimize risks to the organization and to make recommendations to the Board of Directors for consideration regarding the organization's operations. Additionally, the committee shall be responsible for any other duties assigned by the Board of Directors.

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

**3.03 Appointments:** The Commissioner will appoint one (1) member of each committee as its chairperson and one (1) member as the vice-chair of the committee. The Commissioner shall appoint the chair and vice-chair at the vacancy of each of those offices and those appointees shall serve until such time as the appointee resigns or is removed by the Commissioner. The chairperson shall be responsible for the operation of the committee. Appointed membership on committees, excluding the chair and vice-chair, shall be appointed for a term commencing of the annual Winter Meeting until the commencement of the next annual Winter Meeting. No member association is granted more than one (1) vote in any committee or taskforce.

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

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

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

## CHAPTER 4 – BOARD OF DIRECTORS

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

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

**4.03 Removal and Vacancies:** A Director may be removed from office by a two-thirds (2/3) Council vote for illegal conduct, failure to perform the duties of office, or violation of the expectations of a member. Actions for removal shall be in the jurisdiction of the Ethics Committee and shall conform to a process provided for by the Ethics Committee. For a vacancy in any office, other than that of Commissioner, the vacancy shall be filled by nomination and election by the remaining Board of Directors for the balance of the term. For a vacancy in the office of Commissioner, the vacancy shall be filled within 30 days by nomination and election by the remaining Board of Directors, from among the current Directors who have been duly elected to office, for the balance of the term of the Commissioner. In event of a tie on any ballot, should more than two (2) nominees exist, the nominee with lowest votes cast, excluding ties, on that ballot shall be removed from future ballots and the remaining directors shall vote again on a successive ballot and repeat this process on successive ballots until such time as nominee is elected by a majority of the remaining directors. Vacancies, in offices other than the Commissioner, shall be filled as soon as practicable and the Board of Directors may not number less than three (3) officers at any time. A vacancy in any office shall be reported to the Council forthwith.

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

- a. Commissioner: The Commissioner shall oversee all operations of the iPride Softball Board and the organization, including implementation of policies and procedures, enforcement of rules, administration of priorities and initiatives. The Commissioner shall preside over meetings of the Council and propose the agenda and schedule of meetings. The Commissioner will appoint all tournament personnel, chairs and vice-chairs of committees, program leaders, taskforces, and any other special groups or officer positions, including Information Technology and Marketing. The Commissioner's appointments shall be subject to majority approval of the Board of Directors. The Commissioner shall perform any other duties or functions as assigned by the Board of Directors.
- b. Secretary – The Secretary shall maintain, update, and record all official governance documents of the organization. The Secretary shall maintain and execute official communication with the Member Associations, Council voting representatives, Committees, and Board of Directors. The Secretary shall perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
- c. Treasurer – The Treasurer shall oversee management and reporting of the organization's finances and compliance with applicable regulations. The Treasurer shall perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
- d. Partnerships Director: The Partnerships Director shall oversee the marketing, sponsorship, and public relations efforts of this organization. The Partnerships Director shall perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
- e. Competition Director: The Competition Director shall have the responsibility for the development and implementation of the policies on and surrounding fair play, rules of the game, ratings, player eligibility and accountability, protests, member association softball operations, and shall perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
- f. Athletics Director: The Athletic Director shall have responsibility for the planning, preparation, and operation of iPride Softball sanctioned tournaments and shall perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
- g. Operations Director: The Operations Director shall have responsibility for the administrative and logistical management of the iPride Softball corporate body and shall perform any other duties or functions as assigned by the Commissioner or the Board of Directors.

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

## CHAPTER 5 – FINANCIAL MANAGEMENT

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

**5.02 Budget Provisions:** The proposed and adopted budget shall provide estimated revenue amounts, appropriation amounts, including appropriations sufficient to fund salaries, per diems, expenses, and compensation as determined by the Board of Directors in the Master Compensation schedule. The budget shall establish and maintain a segregated budget stabilization fund of not less than \$80,000. The budget stabilization funds shall only be encumbered with the adoption of resolution authorizing such by a two-thirds (2/3) vote of the Council. Fifty percent (50%) of all net positive income, once all budget items have been accounted for, shall be appropriated to the budget stabilization fund until the fund reaches a balance of \$125,000, at which point only ten percent (10%) shall be appropriated each year.

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

## CHAPTER 6 – POLICIES OF THIS ORGANIZATION

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

#### **CHAPTER 7 – BYLAW AMENDMENTS**

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

## VOLUME 3 – POLICIES

### CHAPTER 10 – RULES OF THE GAME

- 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. 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.
  - e. The official iPride Softball pitch height shall be 6’ to 12’ (1.8m to 3.7m).
  - f. Legends Division teams will not observe a second home plate or commitment line.
  - g. 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.
  - h. 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.
  - i. 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.
  - j. Uniforms are required. Players competing in iPride Softball events must play in like-colored shirts or jerseys.
  - k. 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.
  - l. A team may bat up to twelve (12) players.
  - m. Teams are allowed one (1) courtesy runner per inning in all divisions except in Legends C and Legends D divisions. In Legends C and Legends D divisions, USA Softball rules apply. Courtesy runners are subject to all other USA Softball rules on courtesy runners.
  - n. The following headwear is allowed during games: Ball caps and non-plastic visors may be worn forward or backwards, headbands, sweat bands, handkerchiefs, durags both pull over and tied, and bucket hats. Headwear may not be worn around the neck. Any headwear deemed unsafe by the umpire will not be allowed. Face coverings for environmental or health protection is allowed.
- 10.04 Bat Rules:** iPride Softball will provide all bats to be used during its tournaments for all divisions, provided the supply of bats is budget neutral. The same bats will be provided to both teams to use during competition and must meet current USA Softball (ASA) bat rules. The Athletic Director will determine the specific bat models to be used and announced no later than January 15 of the year in which they are to be used. No team member may use any other bat than those provided by iPride Softball anywhere on the playing field, inclusive of the dugout. Penalties for bat violations are:
- a. That team member transports or takes an approved bat to any area of the field that is not the immediate area surrounding the batter’s box or warm-up circle for the on-deck batter as determined by the umpire.
    1. **First Offense:** Team Member is disqualified from current game.
    2. **Second Offense and Each Subsequent Offense:** The team member is ejected from current game and the Athletic Director shall be notified. The Athletic Director will make a determination on player eligibility or recommend actions under 10.08
  - b. That team member uses a non-approved bat on the playing field, inclusive of the dugouts, at any time the approved bats are on the field.

1. **Any Offense:** The team member is ejected from the current game and the Athletic Director shall be notified. The Athletic Director will make a determination on player eligibility or recommend actions under 10.08.

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

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

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

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

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

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

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

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

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

## CHAPTER 20 – MEMBER ASSOCIATION RESPONSIBILITIES AND PLAYER ELIGIBILITY

**20.01 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.

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

- a. Metropolitan Area: In the United States, a metropolitan area is defined as the US Census Combined Statistical Area (CSA), or Metropolitan Statistical Area (MSA) when not located in a CSA, in which the member association is predominantly located. In Canada, a metropolitan area is defined by the Statistics Canada Census Metropolitan Area (CMA) in which the member association is predominantly located.
- b. Ally: A person who does not self-identify as Lesbian, Gay, Bisexual, Transgender, but actively works to create a inclusive, equitable, and affirming environment for LGBT individuals.
- c. Lesbian: Women who have affectional orientation to other women.
- d. Gay: Men who have affectional orientation to other men, and sometimes used as a general term for homosexual individuals.
- e. Bisexual: Individuals who have affectional orientation to both men and women.
- f. Transgender: Individuals who gender identity differs from the sex they were assigned at birth.
- g. Non-qualifying Association – A member association in which a player does not maintain eligibility to qualify and participate for a calendar year's GSWS despite having played part or all of a qualifying season in that association.
- h. Pickup Player – a player added to a team's regular season roster for purposes of tournament play.
- i. Player ID – The unique identifying number assigned to an individual player in the iPride Portal.
- j. Qualifying Association – The member association through which a player maintains eligibility to qualify and participate in a calendar year's GSWS by that association bearing responsibility for the player's rating, eligibility standards, and compliance with the iPride Portal standards.
- k. Qualifying Season – The playing season of each member association in which a player and teams qualify for the GSWS and in which the player is evaluated and rated by the Association.
- l. Sanctioned iPride Softball Tournament – a tournament sanctioned by iPride Softball, currently only the Gay Softball World Series and the iPride Cup.

## SECTION 1 – MEMBER ASSOCIATION AND PLAYER REGISTRATION RESPONSIBILITIES

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

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

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

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

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

**20.12 Transfer Timeline and Penalties:** Any and all associations, which receive a valid request for transfer of a player in the iPride Portal, shall perform the transfer as soon as practicable and without delay, but not later than 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 of the qualifying association. All associations are expected to maintain open and timely communication between associations to foster correct and accurate registration and declarations of players. Any association violating the provisions in this chapter shall be required to attend the next available Registration and iPride Portal Workshop after the violation has been noted by the Competition Director and shall also be subject to penalties outlined in these policies.

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

1. To account for each player whose primary team is in the Member Association
2. To identify each player's primary team
3. To determine each Member Association's berth allotments for the GSWS

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

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

International Pass Rosters must:

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

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

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

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

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

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

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

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

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

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

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

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

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

## SECTION 2 – RATINGS AND DIVISIONAL GUIDELINES

**20.21 Individual Player Ratings:** Each member association shall rate every player, who has declared that association as the player's qualifying association, on each of its teams using the Player Rating Guidelines and report these ratings along with regular season roster in the form and manner as determined by the Board of Directors. Only a player's qualifying association shall rate that player for the purposes of the iPride Portal, and the qualifying association shall be responsible to ensure that the player exists only once in the iPride Portal with a single Player ID attributed to the player. The qualifying association bears all responsibility for the accuracy of all data attributed and attached to the player. A qualifying association, upon discovering a duplicate player entry, shall notify the Competition Director to have the duplications merged into one (1) player identity. In the case of a player who plays in multiple associations, the player shall be listed on a team's regular season roster in the non-qualifying association, but the non-qualifying association shall not recreate the player with a separate Player ID nor alter the rating assigned that player by the qualifying association or any data entered by any other association.

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

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

- a. A Division – There is no maximum team or individual player rating for the A division. No team rated lower than 160 is allowed to play in the A division, except any B team granted eligibility in or required to move to A division under the no-repeat rule of this organization shall be exempt from this minimum rating requirement.
- b. B Division – All teams rated 170 or lower; no players rated over 18 are allowed on a B division team.
- c. C Division – All teams rated 130 or lower; no players rated over 14 are allowed on a C division team.
- d. D Division – All teams rated 95 or lower; no players rated over 10 are allowed on a D division team.

- e. E Division – All teams rated 60 or lower; no players rated over 6 are allowed on an E division team
- f. Legends C Division – All teams rated 130 or lower; no players rated over 14 are allowed on a Legends C division team
- g. Legends D Division – All teams rated 95 or lower; no players rated over 10 are allowed on a Legends D division team

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

**20.25 Threshold for Amendments:** Any amendment to divisional guidelines 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 to divisional guidelines 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.

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

### SECTION 3 – ATHLETIC PARTICIPATION AND ELIGIBILITY

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

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

**20.32 Participation:** A player must participate in a minimum of fifty percent (50%) of their team's regular season games; except for Legends Division, for which the minimum requirement is five (5) games. Participation is defined as a player included on their team's game lineup card and present in or within close vicinity of their team bench or dugout.

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

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

- a. An "A" or "B" Division team may meet its ten (10) game requirement by playing scheduled games against teams from other Associations, except for games played in any tournament.
- b. Notwithstanding any other rule, any team competing at the iPride Cup in a "A" or "B" Division shall be credited four (4) games towards this ten (10) game requirement.

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

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

**20.36 Guest Pass:** All iPride Softball Tournaments/Events will offer a Guest Pass. The Guest Pass will allow an individual to register for the Tournament/Event in a similar fashion to a player and will allow them access to events and to fields as an observer, including any items allowing event access (e.g. wristband) that are the same as normal players get. Guest Passes do NOT allow someone to be on a roster or on the field of play, including in the dugout. Fees for Guest Pass registration will be the same as player fees unless otherwise specified elsewhere in the governing documents or tournament rules. Guest Passes are NOT available to individuals on the ineligible list.

## CHAPTER 25 – PLAYER RATING GUIDELINES

**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 iPrize 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.
- m. Line Drive – a ball that from the point of contact rises vertically less than 10% of the total horizontal distance it travels, or in the case of a throw, a ball that from the point of release rises vertically less than 5% of the total horizontal distance it travels.
- 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 distance of less than 150 feet (45.7m), if not impeded.
- 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 roll to a distance of 150 to 250 feet (45.7 to 76.2 meters), if not impeded.
- p. Modified batting average – The percentage resulting from the sum of a player's: 1) hits and 2) bases safely reached on error divided by the player's at-bats.
- q. Off center of gravity – The player fields the ball from his/her knees, off one foot, while moving the opposite direction from the throw or while in the air.
- r. Stopping the ball – The player prevents the ball from continuing beyond the player and causes it to remain in the vicinity of the player. The player is not able, however, to make the next play without delay.
- s. Vicinity – within a step in any direction laterally of the player receiving the throw
- 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 order to make the play.

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

## SECTION 2 – PLAYER RATING GUIDELINES

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

*Directions:*

1. Read the following Statement of Purpose: *This form is intended to be used as a tool to assist those responsible for rating players so ratings may be fair and consistent across all levels of play and across all leagues in the Open Division. All questions are intended to determine if a player possesses a skill or skills necessary for softball.*
2. Read and understand the definitions of the various terms used in ratings in the definitions section of this chapter.
3. Answer YES or NO for each question.
4. Many questions have multiple parts. A YES to ANY one part is a YES to the question.
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:</i> 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.
Modified Batting Average	<i>Batting against</i>	Question 6	Question 7	Question 8	Question 9	<i>NOTE:</i> 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)
	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		
<b>RUNNING SPEED</b>						
(No Threshold; Ability to do it one time qualifies for a YES)						
<b>DIRECTIONS:</b> 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) up to 27.4 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) up to 22.9 meters) of the player	Cleanly fields a ball hit with high velocity >75 feet up to 90 feet (>22.9 meters) up to 27.4 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

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**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. For  
931 teams with a bye, this rule does not apply.

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

936 **30.23 Trophies:** Trophies will be given in all divisions and awarded after the conclusion of the Double  
937 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.  
938 Individual awards will be given to the rostered members of the trophy-winning teams in each division.  
939

### 940 SECTION 3 – REGISTRATION

941

942 **30.30 Player Registration and Check In:** Each member of each GSWS team shall be required to register by the  
943 Friday before the GSWS, and complete Participant Check In prior to playing in the GSWS. During registration,  
944 players must verify their rating, pick up player status, select an identification of "LGBT", "Ally", or "Prefer not to  
945 Disclose", review the required waiver information, declare any and all associations in which the player played  
946 during the qualifying season(s) for that year's GSWS, and verify the accuracy of all information and provide their  
947 signature, or electronic equivalent, to complete the registration. Upon Participant Check In, each member of each  
948 GSWS team shall be required to Check In by presenting a government-issued form of photo identification (such as  
949 a Driver's License, identification card, or passport) and confirmation of registration for the purposes of establishing  
950 identity.  
951

952 **30.31 Registration and Check In Terms and Exceptions:** Player registration will be closed at midnight on the  
953 Friday prior to the start of the GSWS. Player Check In will be closed prior to the start of the first double elimination  
954 game in that player's division. The Competition Director shall have the authority to allow late Check In to a player  
955 with a travel delay demonstrated to be beyond their control.  
956

957 **30.32 Competition Director Review:** The Competition Director shall review GSWS rosters and the iPride Portal  
958 for any rostering and rating of players on more than one (1) GSWS roster and/or ratings in more than one (1)  
959 association and report the violation to the Commissioner(s) of the association(s) in which the player is rostered  
960 and rated, the Commissioner of iPride Softball, the committee charged with membership related matters, and the  
961 Ethics Committee.  
962

### 963 SECTION 4 – TEAM ENTRIES

964

#### 965 **30.40 Entry Fees:**

966

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

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

974  
 975 **30.41 Host Hotel Deposits:** Each Association, except for the Host City, shall also provide a hotel deposit for each  
 976 of its GSWS teams as determined by the Board of Directors and by the deadline established by the Board. Only rooms  
 977 booked within the official hotel block, as determined by the Board of Directors, through the iPride hotel system will  
 978 count toward reimbursement. Folios can only be credited once and will not be credited towards multiple  
 979 Associations. In the event of folios being submitted by multiple Associations, the Association with the player or non-  
 980 player on their Association's GSWS rosters will be given the credit. This applies to all pick-up and Legends players.  
 981 Reimbursements will be made in increments of 15 cumulative room nights (irrespective of which of the Association's  
 982 GSWS teams incurred the room night) to the Association submitting the receipts (see example below). Note that no  
 983 reimbursements will be made to individual teams. Reimbursements will not exceed the total hotel deposit submitted  
 984 to iPride Softball.

- 985 a. Reimbursement example: Association submits 32 room nights. Reimbursement to Association would be  
 986 equal to the amount of two team's hotel deposits.  
 987

988 **30.42 World Series Berth Allocation:** Teams may participate in the GSWS by earning a berth through one of the  
 989 following:

- 990 a. Association Berth Allotment: Member associations are allotted a certain number of GSWS berths. In turn,  
 991 each member association shall be responsible for its own determination on utilizing its allotted GSWS  
 992 berths.  
 993 b. The top four (4) GSWS teams in the B, C, D, and E Divisions receive an automatic berth to the following  
 994 year's GSWS. These berths do not count against the Member Association's berth allotment. To utilize the  
 995 automatic berth, the GSWS team must: play in the next highest Division the following year or include at  
 996 least 4 players from the previous year's GSWS roster. Any B team awarded an automatic berth by this  
 997 provision shall be exempt from the minimum team rating requirement for the A Division.  
 998 c. The top four (4) iPride Cup teams in the B and A Divisions receive an automatic berth to the same year's  
 999 GSWS. These berths do not count against the Member Association's berth allotment. To utilize the  
 1000 automatic berth: the iPride Cup and the GSWS Rosters for the team must adhere to the guidelines for a  
 1001 Standard Roster, the players from both rosters must meet all eligibility requirements for the GSWS and  
 1002 the GSWS roster must not include more than 4 pickup players from the same Member Association. Any  
 1003 berth awarded in this sub-section shall be forfeited if any player on the Roster for the awarded iPride Cup  
 1004 team is listed on a Standard Roster in a different Member Association for purposes of qualifying for the  
 1005 GSWS.  
 1006 d. International Pass Trial Run Berth Allotment (one time trial): Allocate one GSWS berth each to four  
 1007 selected International Associations for participation in GSWS 2025. This allocation is a one-time event,  
 1008 ensuring each association has a singular opportunity to participate. In the event that one of these  
 1009 International Associations can NOT participate in the 2025 GSWS, that berth may be re-allocated to  
 1010 another Board approved International Association.  
 1011

1012 **30.43 Association Berth Allotments:** Each member association is allotted a certain number of GSWS berths as  
 1013 listed in the table below. In calculating berth allotments, all properly entered regular season teams in the iPride  
 1014 Portal of a member association shall be considered in determining the number of berths allotted.  
 1015

ASSOCIATION BERTH ALLOTMENTS							
Team entries may not exceed maximum limits for each division nor the total maximum berths.							
TEAMS IN MEMBER ASSOCIATION	DIVISION					LEGENDS DIVISION	
	A	B	C	D	E	C	D
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 – Maximum 2 per Division				

19-28 Teams			5 teams total distributed any way between C/D/E - maximum 2 per Division		
29+ Teams			7 teams total distributed any way between C/D/E - maximum 3 per Division		
<p><i>The GSWS Host City may add one (1) additional team to the division of their choice. For 2026 and 2027, all associations are allowed one (1) additional team in each of the C, D, E, LC, and LD divisions.</i></p>					

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1018 **30.44 No-Repeat Rule:** No team awarded first, second, third, or fourth place in the B, C, D, or E Division of the  
1019 GSWS shall be eligible to compete in the same or lower division at the following two (2) year's GSWS. For the  
1020 Legends D Division, the first and second place team shall not be eligible to compete in the same or lower division  
1021 at the following two (2) year's GSWS. For the purpose of this rule, an ineligible returning team shall be defined as  
1022 consisting of four (4) or more players from a GSWS roster of a team awarded first, second, third, or fourth place in  
1023 the previous two (2) GSWS in the B, C, D, or E and the first or second place in Legends D Division.

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#### CHAPTER 40 – iPRIDE CUP

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1028 **40.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council  
1029 meeting.

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1032 **40.02 Purpose:** The iPride Cup is a tournament designed to provide opportunity for smaller divisions, focused  
1033 the A, B, Legends C and Legends D Divisions.

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#### SECTION 1 – ADMINISTRATION AND TEAMS

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1038 **40.10 Administration:** The Board of Directors will determine the location and date of the iPride Cup. All teams  
1039 will pay a fee for participating in the iPride Cup, as determined by the Board of Directors. The Board of Directors  
1040 may, upon request of the Athletic Director, alter and change the format and rules of the tournament as needed to  
1041 accomplish play and ensure completion of the tournament in times of, including, but not limited to, nature-related  
1042 incidents, acts of terror or civil emergency, and other emergency situations. Complete cancellation of the  
1043 tournament may only be authorized by the Board of Directors. The Board of Directors shall outline the role and  
1044 responsibility for all personnel of the tournament.

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1047 **40.11 Teams:** Registration is open to all A, B, Legends C, and Legends D Divisions. Teams must register by the  
1048 deadline set by the Competition Director. All teams must submit their iPride Cup roster by the deadline established  
1049 by the Board of Directors.

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1052 **40.12 iPride Cup Roster:** A and B Division teams entered in the iPride Cup should register with the same roster  
1053 that they intend to submit as a regular season roster and may add only up to four (4) pick-up players to its roster  
1054 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)  
1055 players rostered and a maximum of three (3) players declared as "Ally" or "Prefer not to Disclose". No player may  
1056 be listed on more than one (1) iPride Cup Roster. The roster may not be comprised of more than twenty (20)  
1057 players, except those managers and/or coaches who are not eligible to play or who do not play as a player do not  
1058 count towards this requirement and each iPride Cup roster may name two (2) non- playing members in addition to  
1059 the maximum of 20 players. The Board of Directors shall determine the manner and form for submission of the  
1060 rosters, deadline for submission of the roster, and any sanctions for errors, omissions, and/or changes. Legends  
1061 Division teams will adhere to the Legends Division Roster rules as outlined in section 20.17.

1062  
1063

1064 **40.13 iPride Cup Winning Teams:** A iPride Cup trophy for overall first, second and third place will be awarded to  
1065 all divisions competing in iPride Cup. If the 3 highest placing teams are eliminated in the same round of the bracket  
1066 (given it is a mixed division tournament), the tie breaker will be as follows:

1067

- 1063 a. Overall double elimination record,  
 1064 b. Ratings from highest to lowest,  
 1065 c. Random draw.

1066

## 1067 SECTION 2 – RULES AND TOURNAMENT FORMAT

1068

1069 **40.20 Rules:** All USA Softball (ASA) and iPride Softball rules as listed in this manual apply to the iPride Cup unless  
 1070 explicitly stated in this section.

1071

1072 **40.21 Explicit iPride Cup Rules:** These rules are those that preempt USA Softball (ASA) and iPride Softball rules  
 1073 in the iPride Cup.

1074

a. Each team is guaranteed five (5) games.

1075

b. Pool play will have a mixture of A and B Division teams.

1076

c. Home team will be decided by a double flip for pool play games. For all games in double elimination, the  
 1077 home team shall be the higher seeded team between the two (2) opposing teams, except that no team  
 1078 that is undefeated in double-elimination may be the away team when facing an opponent, with a  
 1079 recorded loss in double elimination, who is seeded higher.

1080

d. Uniforms need not be like colored. However, an Arabic whole number (0-99) of contrasting color at least 6  
 1081 inches high must be worn and visible. Identical numbers are not permitted.

1082

e. All field complexes must have Automated External Defibrillators (AED's) and staff available who are  
 1083 certified in the use of such equipment.

1084

1085

**40.22 Seeding Process:** For pool play games, seeds shall be determined by the ratings of the teams. In  
 1086 double elimination games, all seeds will be determined by the win-loss-tie record of the teams. The Double  
 1087 Elimination bracket shall be a combined bracket for the A and B Divisions.

1088

1089

## 1089 CHAPTER 45 – IPRIE DRAFT TOURNAMENT

1090

**45.01 Jurisdiction:** This chapter shall be the jurisdiction of the iPride Softball Executive Board and may be  
 1091 amended by majority vote at any board meeting.

1092

1093

**45.02 Authority:** The actual contest between teams during the iPride Draft is solely under the jurisdiction of the  
 1094 Athletic Director. The Board of Directors may, upon request of the Athletic Director, alter and change the format  
 1095 and rules of the tournament as needed to accomplish play and ensure completion of the tournament in times of,  
 1096 including, but not limited to, nature-related incidents, acts of terror or civil emergency, and other emergency  
 1097 situations. Complete cancellation of the tournament may only be authorized by the Board of Directors. The Board  
 1098 of Directors shall outline the roles and responsibilities for all personnel of the tournament.

1099

1100

**45.03 Expense:** The organization will assume all real and necessary expenses directly  
 1101 related to the conduct of the tournament.

1102

1103

**45.04 Umpire Selection:** The Umpire-in-Chief (UIC) shall select umpires in a manner  
 1104 consistent with the rules regulations and acts of iPride Softball. The Board of Directors shall create policies for  
 1105 umpire selection that welcome umpires from all diverse representations of this organization and ensure  
 1106 competent administration and officiation of the game.

1107

1108

**45.05 Player Responsibilities:** Each player will be held responsible for their conduct at all times during the iPride  
 1109 Draft both on and around the playing field. In case of a disputed play or decision, only the appointed Team  
 1110 Manager may consult game officials; other players, coaches or sponsors may not participate in the discussion.  
 1111 Players are to report any unsportsmanlike or derogatory acts by other players or spectators to the Athletic  
 1112 Director.

1113

1114

1115 **45.06 Life Saving Equipment:** All field complexes must have Automated External Defibrillators (AED's) and staff  
1116 available who are certified in the use of such equipment.  
1117

### 1118 SECTION 1 – HOST CITY SELECTION

1119

1120 **45.10 Host City Selection:** The iPride Draft host city shall be selected by majority vote of the Board of Directors  
1121 in accordance with the bid process timeline determined by the Board of Directors.  
1122

### 1123 SECTION 2 – TOURNAMENT FORMAT

1124

1125 **45.20 Divisions:** The iPride Draft may have divisions in any form that the Board of Directors deems appropriate  
1126 to successfully hold the tournament.  
1127

1128 **45.21 Pool Play:** Pool Play will consist of at least two games for each team participating in the tournament with  
1129 each team being designated as the home team at least once.  
1130

1131 **45.22 Double Elimination:** The Athletic Director shall seed teams into the double elimination bracket based on  
1132 the results of pool play using the following method:

- 1133 a. For teams with the highest win percentage will receive the higher seed
- 1134 b. For teams with the same win percentage, the team with the fewest losses will receive the higher seed
- 1135 c. For teams with the same win percentage and number of losses, the team with the most wins will receive  
1136 the higher seed
- 1137 d. For teams with the same win percentage, number of losses, and number of wins, the team with the most  
1138 ties will receive the higher seed
- 1139 e. For teams with the same win percentage, number of losses, number of wins, and number of ties, the  
1140 team with the fewest runs allowed will receive the higher seed.
- 1141 f. For teams with the same win percentage, number of losses, number of wins, number of ties, and number  
1142 of runs allowed, a random draw will determine the team that will receive the higher seed  
1143

1144 **45.23 Trophies:** Each individual on a winning softball team will earn a berth entry into another iPride Draft that  
1145 must be redeemed within 1 year. Trophies and Individual Awards may be given for a number of places per division  
1146 (if applicable) as decided by the Board of Directors  
1147

### 1148 SECTION 3 – REGISTRATION

1149

1150 **45.30 Player Registration and Check In:** Each member of each iPride Draft team shall be required to register 45  
1151 days prior to the start of the iPride Draft, and complete Participant Check In prior to playing in the iPride Draft.  
1152 {Softball registration is open to only members are who have a player ID and are listed within the iPride portal.}  
1153 During registration, players must review the required waiver information, verify the accuracy of all information and  
1154 provide their signature, or electronic equivalent, to complete the registration. Upon Participant Check In, each  
1155 member of each iPride Draft team shall be required to Check In by presenting a government-issued form of photo  
1156 identification (such as a Driver's License, identification care, or passport) and confirmation of registration for the  
1157 purposes of establishing identity.  
1158

1159 **45.31 Registration and Check In Terms and Exceptions:** Player registration will be closed 45 days prior to the  
1160 start of the iPride Draft. Player Check In will be closed prior to the start of the first double elimination game of the  
1161 tournament, or the first double elimination game in that division (if applicable). The Director of Competition shall  
1162 have the authority to allow late Check In to a player with a travel delay demonstrated to be beyond their control.  
1163

### 1164 SECTION 4 – PLAYER ENTRIES

1165

1166 **45.40 Player Registration and Check In:**

- 1167 a. Participant Entry Fees: Each member of an iPride Draft team shall pay a non-refundable entry fee as  
 1168 determined by the Board of Directors and by the deadline established by the board.  
 1169

## 1170 SECTION 5 – Tournament Rules and Policies

1171  
 1172 **45.50 Draft-Style Rules:** The Athletic Director will have full purview and authority over the iPride Draft rules and  
 1173 will work with the UIC to enforce rules appropriate for a draft style tournament. The finalized rules should be  
 1174 rooted in USA Softball rules.  
 1175

1176 **45.51 Equipment:** The iPride Draft will use pick-a-stick bats provided by iPride Softball. The Athletic Director  
 1177 may request a change in the equipment policy of the Board of Directors.  
 1178

## 1179 SECTION 6 – MULTIPLE SPORT FORMAT

1180  
 1181 **45.60 Non-Softball Tournament Activities:** The Athletic Director has full authority to oversee the following non-  
 1182 softball sporting tournaments should there be enough interest:

- 1183 a. Pickleball  
 1184 b. Golf  
 1185

1186 **45.61 Pickleball:** A pickleball tournament may be played as a part of the iPride Draft tournament schedule.  
 1187 Should a pickleball tournament be played, the following policies shall apply:

- 1188 a. The Athletic Director will appoint a Pickleball Tournament Director. The Board of Directors will approve  
 1189 the appointment by majority vote.  
 1190 b. The Pickleball Tournament Director will propose rules, game officials and other tournament needs to the  
 1191 Athletic Director for approval by a deadline set by the Athletic Director.  
 1192 c. The Pickleball Tournament Director will be responsible for the successful completion of the tournament.  
 1193

1194 **45.62 Golf:** A golf tournament may be played as a part of the iPride Draft tournament schedule. Should a golf  
 1195 tournament be played, the following policies shall apply:

- 1196 a. The Athletic Director will appoint a Golf Tournament Director. The Board of Directors will approve the  
 1197 appointment by majority vote.  
 1198 b. The Golf Tournament Director will propose rules, game officials and other tournament needs to the  
 1199 Athletic Director for approval by a deadline set by the Athletic Director.  
 1200 c. The Golf Tournament Director will be responsible for the successful completion of the tournament.  
 1201  
 1202

## 1203 CHAPTER 50 – PROTEST PROCEDURE

1204  
 1205 **50.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council  
 1206 meeting except that any amendment adopted at summer meeting of the Council must achieve a ninety percent  
 1207 (90%) vote to be effective at the Gay Softball World Series immediately following that meeting and the amount of  
 1208 any fines or fees shall be the jurisdiction of the Board of Directors and amended at any board meeting by majority.  
 1209

1210 **50.02 Authority:** A Protest Committee will rule on all eligible protests of player eligibility and ratings. Any  
 1211 protest on the application of the rules of play are made to the UIC and are not in the authority of any Protest  
 1212 Committee to act on. Any Protest Committee shall consist of members appointed by the Commissioner. The  
 1213 Commissioner shall not, in any circumstance, be a party to the protest or act as a member of a Protest Committee.  
 1214

1215 **50.03 Protest Committee Schedule:** Member Associations may be appointed as Protest Committee members by  
 1216 the Commissioner and be assigned times and required to fulfill their duties as part of a protest committee or face  
 1217 penalties provided for by this organization. The Competition Director will create a Protest Committee schedule  
 1218 assigning times and locations in proportion to the number of teams that an Association sends to that year's GSWS.  
 1219 This schedule will be distributed prior to the close of the Summer Meeting for that year's GSWS. Protest

1220 Committee members must be present and available to hear protests at the assigned time and place. Protest  
 1221 committee members may change assigned times/places provided they initiate the change with another  
 1222 Association and notify the Protest Chair.  
 1223

1224 **50.04 Protest Chairs and Assistant Protest Chairs:** The Commissioner shall appoint one (1) Protest Chair and a  
 1225 number of Assistant Protest Chair(s) as determined by the Board of Directors. These positions shall act as chairs of  
 1226 any Protest Committee and operate as an independent judge of the matter before the committee, including, but  
 1227 not limited to, guiding the process, assisting the committee with inquiry and exploration, and informing the parties  
 1228 of the process and matters before the committee. In no way, shall a chair opine on the merits of the protest, take  
 1229 part as an advocate for or against any party, nor cast a vote on the matter before the committee. The designated  
 1230 Protest Chair will explain and distribute the procedure for protesting a player or team to the GSWS team  
 1231 representatives at the Managers' meeting held prior to the start of the GSWS, including explanations of reasons for  
 1232 denial of a protest.  
 1233

1234 **50.05 Protest Committee Composition:** The Commissioner shall appoint at least five (5) persons for each field  
 1235 complex or designated location for protests for the tournament. The Commissioner may appoint additional  
 1236 persons so that multiple protests may be heard concurrently if necessary. These persons shall be protest  
 1237 committee members. For the purposes of hearing a protest, three (3) protest member shall constitute the  
 1238 committee.

1239 a. No member of the protest committee shall be on the roster of a team in the division of which the protest  
 1240 is involved, a member of a regular season roster for any of the member associations involved in that  
 1241 protest, nor a party that filed said protest or is evidence to the protest, and no member association may  
 1242 have more than one (1) person represented on the protest committee.  
 1243

1244 **50.06 Protest Committee Deliberations:** Protest Committee business shall only be discussed with other Protest  
 1245 Committee members, the chair of the Protest Committee, the Athletic Director or their assistant(s), and/or the  
 1246 iPride Softball Board of Directors. In the course of an appeal or on business matters before the Council, member  
 1247 associations may be involved in post facto discussions about a protest that filed, heard, and adjudicated. Only  
 1248 members of the committee, the chair, iPride Softball Board of Directors, parties involved in the protest, the  
 1249 Athletic Director or their assistant(s), and witness and/or advocates as allowed by the committee shall be  
 1250 permitted into the hearing of evidence and testimony before the Committee.  
 1251

## 1252 SECTION 1 – FILING A PROTEST

1253  
 1254 **50.10 Who Can File a Protest:** Protests may only be filed by the opposing team's manager of record or their  
 1255 proxy, named to the Competition Director prior to the tournament, or any iPride Softball Board Member, or a  
 1256 member association's Commissioner or their proxy, submitted to the Competition Director prior to the start of the  
 1257 tournament. To be eligible to file a protest, a member association must be a member in good standing.  
 1258

1259 **50.11 Protests Not Eligible:** No player can have their ratings protested, if the result of the protest would cause  
 1260 their current GSWS rating to be lowered.

1261 a. No protests may be filed based upon a player's sex, sexuality, gender, or gender identity.  
 1262

1263 **50.12 Filing a Protest:** A protest must be filed prior to the completion of the game in question. The game umpire  
 1264 will suspend the game and notify a iPride Softball official, of all protests or ejections. When filing a protest, the  
 1265 protesting party must complete the Protest Form in its entirety and a protest fee must be submitted at the time of  
 1266 the filing. The Protest Form will include a list of required fees for reference. The form will only include spaces for  
 1267 the following required information: date, game time, name of the team protesting (OR name and title of the  
 1268 person protesting if it is not a team filing the protest), name of the team being protested, division of play, name of  
 1269 the player being protested (if any), ratings questions being protested (if any), nature of the protest (required ONLY  
 1270 for protests other than ratings protests), and the name and signature of the person submitting the protest.  
 1271

1272 **50.13 Initial Review of the Protest:** Upon initial review of the protest filing, should the protest be denied due to  
 1273 an improper filing, the iPride Softball official denying the protest will provide a denial reason but may not directly  
 1274 assist completing the form. Upon initial review of the protest filing, should the protest be accepted, the iPride  
 1275 Softball official making that determination will notify the teams’ managers and the game will continue to  
 1276 conclusion.

- 1277 a. Any iPride Softball Official denying a protest under this review must clearly state the complete reason for  
 1278 denial of the protest, including any errors and/or omissions on the part of the protesting party. Failure to  
 1279 clearly state such reasons for denial shall be reported by the protesting party to the Commissioner.  
 1280

1281 **50.14 Fees for Filing a Protest:** The costs, due at the time of filing, for filing a protest are as follows:

- 1282 a. For protests not based on player ratings there shall be a fifty-dollar (\$50) fee to protest a player for non-  
 1283 rating issues.  
 1284 b. During pool play, the ratings protest filing fee is \$50.00 and \$10.00 per challenged question.  
 1285 c. During double elimination, the ratings protest filing fee is \$100.00 and \$20.00 per challenged question.  
 1286

1287 **50.15 Refundable Filing Fees:** If a protest is upheld, any protest filing fee and challenged question fee(s) are  
 1288 returned. If a protest is denied, all fees are nonrefundable. If only a portion of the protest is upheld, monies shall  
 1289 be returned based on the sliding scale for the protest filing fee and challenged question fee as shown below:

1290

		Partially Upheld Protests in Pool Play					
		#of questions challenged					
Filing Fee		1	2	3	4	5	6
#	1	\$20	\$20	\$20	\$20	\$20	\$20
o	2		\$40	\$40	\$40	\$40	\$40
f	3			\$60	\$60	\$60	\$60
q	4				\$80	\$80	\$80
u	5					\$100	\$100
e	6						\$120
s							
t							
i							
n							
s							
u							
p							
h							
e							
l							
d							

		Partially Upheld Protests in Double Elimination					
		#of questions challenged					
Filing Fee		1	2	3	4	5	6
#	1	\$40	\$40	\$40	\$40	\$40	\$40
o	2		\$80	\$80	\$80	\$80	\$80
f	3			\$120	\$120	\$120	\$120
q	4				\$160	\$160	\$160
u	5					\$200	\$200
e	6						\$240
s							
t							
i							
n							
s							
u							
p							
h							
e							
l							
d							

1291

1292 **SECTION 2 – CONVENING AND CONDUCTING A PROTEST**

1293

1294 **50.20 Convening a Protest Committee:** When a protest is filed, the respective Protest Chair or Assistant Protest  
 1295 Chair will convene a Protest Committee to hear and rule on the protest. A chair with a conflict of interest will  
 1296 recuse themselves, and an alternate will be assigned. The Protest Chair or Assistant Protest Chair shall randomly  
 1297 select three (3) of the appointed protest members to constitute the committee and hear the protest.

- 1298 a. No member of the protest committee shall be on the roster of a team in the division of which the protest  
 1299 is involved, a member of a regular season roster for any of the member associations involved in that  
 1300 protest, nor a party that filed said protest or is evidence to the protest, and no member association may  
 1301 have more than one (1) person represented on the protest committee.  
 1302

1303 **50.21 Protest Hearing Process:** The Protest Committee will hear the arguments of both teams and/or parties  
 1304 involved in the protest in order to rule on a protest. During pool play, the Protest Committee will rule on protests  
 1305 as quickly as possible but, in any event, prior to the determination of seeding for double elimination play. During  
 1306 double elimination play, the Protest Committee will rule on the protest prior to the start of the next game in which  
 1307 either team is to be involved. A protest that involves player eligibility and not player ratings, must include at least  
 1308 one (1) member of the iPride Softball Board of Directors, which shall not be the Commissioner.  
 1309

1310 **50.22 Protest Committee Evidence and Record:** Protest Committee hearings are to be audio recorded. The  
 1311 recordings from the protest hearing(s) will be kept for one (1) year from the date of the hearing by the  
 1312 Competition Director and then destroyed. All player ratings from the prior year and the current year will be  
 1313 available for all Protest Committee hearings.  
 1314

1315 **50.23 Protest Hearing Process:** A protest hearing shall be conducted in the following process:  
 1316 a. The Protest Committee chairperson will begin the proceedings by explaining the protest hearing  
 1317 procedures to each team's Manager.  
 1318 b. The protesting party will begin the hearing by explaining the basis for the protest and presenting any  
 1319 evidence of any kind, including, but not limited to scorebooks, to support the protest.  
 1320 c. The Protest Committee has the authority to then call for a vote to move the protest forward.  
 1321 d. After the protesting party has presented its case, the protested party will be afforded the opportunity to  
 1322 present evidence of any kind, including, but not limited to scorebooks, to rebut the protesting party's  
 1323 argument.  
 1324 e. After the parties have presented their cases the Protest Committee will have the authority to interview  
 1325 players involved in the GSWS, Association officials and Members, and Open Division and GSWS officials  
 1326 and umpires.  
 1327 f. Both principal parties must be notified of and afforded an opportunity to be present.  
 1328 g. The Protest Chair shall remove all parties from the room except for the Protest Committee after the  
 1329 parties have presented their case to allow careful deliberation.  
 1330 h. When the principal parties and the Protest Committee have completed their interviews and deliberations,  
 1331 the Protest Committee shall vote by secret ballot to determine whether to uphold or deny the protest, by  
 1332 majority vote. The principal parties shall have the opportunity to observe the voting process.  
 1333 i. The votes will be tallied, and the parties will be informed of the Protest Committee's decision.  
 1334 j. The decision of the Protest Committee is final for the duration of that tournament. Both the Protesting  
 1335 Party and the Protested Party are asked to certify, by signature, that the protest hearing was completed in  
 1336 accordance and compliance with the process outlined in the policies of this organization. Should either  
 1337 party refuse to sign, the review of the process is referred to the Commissioner.  
 1338

### 1339 SECTION 3 – PENALTIES FROM A PROTEST

1340  
 1341 **50.30 Actions Arising from the Protest Committee:** If the Protest Committee changes a player's rating question,  
 1342 it will be submitted to the Competition Director and will remain marked as "Yes" or "Y" through the following two  
 1343 (2) GSWS. Any action taken by the Protest Committee will be reviewed by the Council through the Ethics  
 1344 Committee at the Winter Meeting of the next calendar year to determine if further sanctions are appropriate. The  
 1345 Protest Committee may make recommendations for any additional penalties.  
 1346

1347 **50.31 Penalties for Non-Ratings Based Protests:** A person protested on matters other than player rating and  
 1348 found in violation shall be assessed the following penalties:  
 1349 a. The player's team forfeits the protested game and any subsequent games in which the protested player  
 1350 has played prior to the resolution of the protest.  
 1351 b. The player and their team manager will be disqualified from the remainder of the current GSWS.  
 1352 c. A fine of \$1000 assessed to the player's qualifying association.  
 1353  
 1354

1355 **50.32 Fines for Ratings Based Protests:** A player protested on player ratings and found in violation shall have  
 1356 their qualifying association assessed the fines listed in the table:  
 1357

# 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.

1358  
 1359 **50.33 Penalties for Ratings Violations Causing a Team to Move Up a Division:** If a protest results in a player  
 1360 rating change that causes a team to move up a division, the protested team forfeits the protested game and the  
 1361 opponent is named the winner of the game. Additionally, the protested team is eliminated from the current  
 1362 tournament, the protested team's member association is fined \$1000, and loses a GSWS berth in that respective  
 1363 team's division, in addition to the fines listed above in this section.  
 1364

1365 **50.34 Penalties for Ratings Violations Not Causing a Team to Move Up a Division:** If a protested player's rating  
 1366 is increased by one (1) point and does not move the player over the ratings cap for that division, the player can  
 1367 continue to play in the current tournament. The new rating for the protested player will apply for the team's  
 1368 overall rating. The result of the game stands and the team whose player was protested can continue in the  
 1369 tournament, provided that it is not their second loss in double elimination.  
 1370

1371 **50.35 Penalties for Specific Rating Violations:** The following provisions apply in the scenarios as outlined:  
 1372 a. If a protested player's rating is increased by two (2) or more points, the player will be deemed ineligible  
 1373 for the remainder of the current tournament, regardless of maintaining eligibility. In addition, the new  
 1374 rating will be accounted for in the team's overall rating. Notwithstanding the penalty, the result of the  
 1375 game stands and the team whose player was protested can continue in the tournament, provided that it  
 1376 is not their second loss in double elimination.  
 1377 b. If a protested player's rating exceeds the limit for that division; the player is ineligible going forward and  
 1378 can no longer play in the current GSWS. In addition, the new rating will be accounted for in the team's  
 1379 overall rating. The protested team will be declared the loser of the game. The protested team can  
 1380 continue to play in the tournament only if the new team rating falls in the divisional guidelines of the  
 1381 division entered and provided that loss recorded on the part of the protest was not the team's second  
 1382 loss in double elimination.  
 1383

1384 **50.36 Penalties for Numerous Rating Violations:** If a team has three (3) or more protest ratings questions  
 1385 upheld, either in one (1) game or multiple games, the protested team will forfeit the last protested game and the  
 1386 opponent is declared the winner. Additionally, the protested team is eliminated from the current tournament, the  
 1387 protested team's member association is automatically fined \$1000.00 and loses one GSWS berth in that respective  
 1388 team's division, in addition to the fines imposed in this chapter.  
 1389

1390 **50.37 Dual protests:** Whenever two (2) teams shall protest each other in the same game and both teams have  
 1391 not yet had a loss in double elimination and both teams have at least one (1) protest question upheld the following  
 1392 shall apply:

1393 a. If the penalty for both Team A and Team B result in both teams being declared the loser, yet allowed to  
 1394 remain in the tournament, then the loser of the game, as determined by the real score of the game, will  
 1395 move to the loser's bracket. The winner of the game will advance to next level of the winner's bracket and  
 1396 a forfeit will be declared, thus sending the team to the loser's bracket.

- 1397 b. If the penalty for both Team A and Team B results in both teams being declared the loser, and one (1)  
 1398 team is ejected based on the result of the protest and the other team is allowed to continue based on the  
 1399 result of the protest, the team that is allowed to continue will move to the loser's bracket.  
 1400

1401 **50.38 Rating Workshop Requirements:** Mandatory attendance of member associations is required at the Rating  
 1402 Workshop held concurrently to the Winter Meetings if any of the below are true. A fine of \$1000 will be assessed  
 1403 to member associations required to attend the workshop and who fail to attend.

- 1404 a. A team of a member association has more than two (2) unsuccessful ratings questions during one (1)  
 1405 single tournament.  
 1406 b. A member association has more than two (2) protest questions upheld during one single tournament.  
 1407 c. A member association fails to attend a required ratings workshop.  
 1408

## 1409 CHAPTER 60 – ETHICS PROCEDURE

1411 **60.01 Jurisdiction:** This chapter shall be the jurisdiction of the Ethics Committee and amended by majority at  
 1412 any Ethics Committee meeting, except that the amount of any fines or fees shall be the jurisdiction of the Board of  
 1413 Directors and amended at any board meeting by majority.  
 1414

1415 **60.02 Authority and Applicability:** The purpose/scope of this procedure is limited to providing a means to  
 1416 assess whether the behaviors, attitudes, and actions of our members align with our organizational values. The  
 1417 power of this organization to discipline its member associations or teams and/or players of the individual member  
 1418 associations is retained by the Council through the processes in this chapter. Penalties and sanctions as assigned  
 1419 by this organization can apply to membership in iPride Softball, and official events as hosted by this organization.  
 1420 This organization shall enforce the suspension and/or expulsion sentenced to individual members or teams at  
 1421 official events as hosted by this organization, member association leagues, and member association tournaments.  
 1422 This organization has no power to compel the barring member associations from participating in any event or  
 1423 action other than official events of this organization. No member association's action or inaction to discipline its  
 1424 member shall apply to this organization without action by the Council.  
 1425

### 1426 SECTION 1 – PETITION PROCESS

1427  
 1428 **60.11 Petition by Member Associations:** A member association and/or player may file a petition seeking  
 1429 discipline against another member association and/or individual not less than ninety (90) days prior to the next  
 1430 meeting of the Council. The petition shall include the following information to be accepted:

- 1431 a. Name(s) of the association, team, or individual member(s) petitioned against  
 1432 b. Association of those mentioned in (a)  
 1433 c. Date(s) of the events in question  
 1434 d. Reference to the rule(s) believed to be violated or behavior, actions, or attitudes exhibited  
 1435 e. Brief summary of the issue  
 1436 f. Requested remedy  
 1437

1438 **60.12 Screening of Petition:** The petition screening process has two steps: Completeness and Applicability.  
 1439 a. **Completeness:** Any petition submitted to the Ethics Committee will first be reviewed by the Ethics Chair  
 1440 to ensure all information required in Section 60.11 has been included. If the petition is missing any  
 1441 required information, the Ethics Chair will try to assist the petitioner in correcting the error by:  
 1442 1. Notifying the petitioner that the petition is incomplete  
 1443 2. Informing the petitioner what information is needed to correct the petition  
 1444 3. Allow the petitioner 5 business days to correct any errors and resubmit the petition (NOTE: This  
 1445 activity MAY occur within the 90-day submission period set forth in Section 60.11 and still be  
 1446 considered a valid petition if corrected within 5 business days)  
 1447 b. **Applicability:** Once the petition is successfully screened for completeness, a minimum of three (3) Ethics  
 1448 Committee members shall review the petition to determine applicability. Examples of non-applicable  
 1449 petitions include, but are not limited to:

- 1450 1. Petitions determined to be outside the jurisdiction of iPride Softball and/or Section 60.02 of this  
 1451 manual  
 1452 2. Petitions determined to be frivolous, retaliatory, harassing or repetitive in nature  
 1453 3. Petitions determined to be explicitly disallowed by other aspects or procedures of this manual  
 1454 c. Any petitions screened out for failing to meet either the completeness or applicability requirements shall  
 1455 not be forwarded to the Council for action, will be included in the Ethics Report to the Council. The report  
 1456 will include the total number of petitions, how many were screened out and the reason for screening out  
 1457 (completeness or applicability). Furthermore, notification that a petition was screened out will be sent to  
 1458 the petitioner(s) via email within 10 business days after the screening is completed by the Ethics  
 1459 Committee.  
 1460 d. All accepted petitions shall be forwarded for hearing at the next Council Meeting per Section 60.2.  
 1461

1462 **60.13 Recusals:** Any petition received as outlined under this chapter that would cause a conflict of interest for a  
 1463 member of the Ethics Committee (e.g., teammate, coach, partner, member of their home city) to decide on  
 1464 accepting the petition, the affected committee member(s) will recuse themselves from reviewing the petition.  
 1465

1466 If a conflict of interest exists that causes less than three (3) Ethics Committee members to be able to vote on the  
 1467 acceptance of an item, the following individuals will be considered for replacements in order of priority:

- 1468 a. Governance Committee Chair  
 1469 b. Governance Committee Vice-Chair  
 1470 c. Any remaining Standing Committee Chair/Vice-Chair, selected in alphabetical order of last name.  
 1471

## 1472 SECTION 2 – HEARING PROCEDURES

1473  
 1474 **60.21 Notifications:** Notification will include reference to the potentially sensitive nature of the information and  
 1475 indicate the matter must remain confidential and limited to affected parties and any witnesses to protect the  
 1476 integrity of those involved.

- 1477 a. Confidentiality: To maintain confidentiality, the affected parties must be verified relevant by the Secretary  
 1478 prior to officially communicating the ethic petition notification. Affected parties may include: the petitioner,  
 1479 any named persons petitioned against, and the commissioner of the verified parties' last known local member  
 1480 association.  
 1481 b. Notification will be sent to the last known contact information on file in the iPride Portal.  
 1482 c. If there is no contact information for those petitioned against in the iPride Portal, the Secretary will  
 1483 inform the petitioner that they must provide updated association and/or contact information for those  
 1484 petitioned against within 5 business days. If the petitioner fails to do so, anyone unable to be contacted will be  
 1485 stricken from the petition. If this action results in no one remaining on the petition, the petition will be  
 1486 dismissed and included in the report of screened out petitions presented to the Council by the Ethics Chair  
 1487 d. Any petition accepted in Section 60.12 will be forwarded by the Ethics Committee to the iPride Softball  
 1488 Secretary for communication to affected parties per the following guidelines:  
 1489 e. Notification will be sent via email, which will include the petition and a request for written response  
 1490 confirming receipt of the notification from all affected parties.  
 1491 f. Notifications will be sent at least 45 calendar days prior to the start of the next upcoming Council Meeting  
 1492 (which is when the hearing must be held) and will indicate the estimated time, date, and place of the hearing.  
 1493 g. Notification will include reference to Section 60 of the governing manual and state that those petitioned  
 1494 against will have the opportunity to provide additional perspective at the hearing, in writing or in person;  
 1495 however, not virtually as the Ethics hearings are closed session.  
 1496

1497 **60.22 Deliberation:**

- 1498 a. Participants - All those petitioned against in an accepted ethics petition must be given an opportunity to  
 1499 provide additional details before the Council in closed session to protect the privacy and integrity of the  
 1500 affected parties. Exceptions to the closed session attendance rule include:  
 1501 1. Ethics Chair  
 1502 2. Parliamentarian

- 1503                   3. Ethics Committee Members  
 1504                   4. Affected parties or their appointed proxy by written request to the Ethics Chair  
 1505                   5. Approved witnesses by written request of the petitioner or affected party to the Ethics Chair  
 1506       b. The hearing will proceed as follows:  
 1507                   1. Opening remarks by the Ethics Chair (or delegate) regarding the nature of the petition, the  
 1508                   process that will be following, and introduction of affected parties (or proxies) and witnesses  
 1509                   2. Presentation of evidence (including witness testimony) presented by the petitioner or their proxy  
 1510                   (Recommended <15 minutes)  
 1511                   3. Presentation of additional evidence (including witness testimony) by each/all of those petitioned  
 1512                   against or their proxy (Recommended <15 minutes)  
 1513                   4. Clarifying questions / comments raised by Council Members  
 1514                   5. Closing remarks and suggested remedy by petitioner(s) or proxy (Recommended <5 minutes)  
 1515                   6. Closing remarks by those petitioned against or proxy (Recommended <5 minutes)  
 1516                   7. Closing remarks / next steps by the Ethics Chair (or delegate)  
 1517       c. In the event of any unforeseen procedural circumstances not outlined in Section 60, The Ethics chair in  
 1518       conjunction with the Parliamentarian will decide how to address and proceed, unless that decision would be a  
 1519       conflict of interest for any reason, in which case the recusal chain outlined in 60.13 will be in effect. If  
 1520       procedural deviations occur, they will be documented by the Ethics Chair then reviewed by the Ethics  
 1521       Committee to determine if they are significant enough to warrant an update to Section 60, and if so, updated  
 1522       prior to the next Council Meeting.  
 1523

1524 **60.23 Rulings:** After hearing all the evidence and being afforded an opportunity to deliberate and ask questions  
 1525 of affected parties and witnesses, the Council will dismiss the affected parties and witnesses from the closed  
 1526 session. An opportunity for further deliberation will occur, then the Council will vote first ONLY on whether an  
 1527 ethics infraction occurred, NOT disciplinary action. If multiple parties are included in a petition, each party must be  
 1528 individually voted upon. A majority is required.  
 1529

1530 **60.24 Disciplinary Actions:** For any/all ethics petitions that resulted in passing vote in Section 60.23, the Council  
 1531 must deliberate then vote on appropriate disciplinary action, if any. The council must begin with the petitioner's  
 1532 suggested remedy but may amend it under Robert's Rules of Order. A 60% majority is required to enact the  
 1533 disciplinary action. Some examples of disciplinary actions include:

- 1534       a. A period of probation for and/or a written warning to any individual or group determined to be involved,  
 1535       which may include the next GSWS and/or iPride Cup
- 1536       b. Suspension of any individual or group determined to be involved from one or more subsequent GSWS  
 1537       and/or iPride Cup events
- 1538       c. Suspension of the local association's voting privileges for a period of time
- 1539       d. Suspension of the local association from a division or the entirety of one or more subsequent GSWS or  
 1540       iPride Cup events.
- 1541       e. Permanent expulsion of an individual, group, or association from iPride Softball
- 1542       f. Monetary fines

1543 **60.25 Final Notification:** The Secretary will record any disciplinary action determined during closed session and  
 1544 notify the affected parties of the Council's decision / disciplinary actions by email within 14 calendar days. Any  
 1545 rulings and disciplinary actions are final and effective immediately.  
 1546  
 1547

### 1548 SECTION 3 – MISCELLANEOUS DISCRETIONARY PENALTIES

1549  
 1550 **60.31 Discretionary penalties for protests occurring at GSWS and iPride Cup:** Details of any protest(s) that  
 1551 occur at any GSWS or iPride Cup event according to Section 50 will be forwarded to the Ethics Committee by the  
 1552 Competition Director (or delegate) for inclusion as part of the Ethics Report to the Council by the Ethics Chair at  
 1553 the next Council Meeting. The Ethics Chair will offer the opportunity for any Council Member to motion for  
 1554 discretionary penalties for any protest. If seconded, Section 60.24 will be followed.  
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## 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.

1580 **70.05 Schedule:** The dues, fee, and fine schedule of this organization is:  
1581

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*	\$400 – 1-9 Teams \$500 – 10-18 Teams \$600 – 19-28 Teams \$700 – 29+ Teams
*Based on berth allotment chart in 30.43.				
*First year member associations pay the lowest dues cost.				
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 per 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 per team
N	iPride Cup	70.05	iPride Cup Participant Fee	\$30 per person
AK	iPride Draft	45.40	iPride Draft Softball Participant Fee	\$200 per person
AK	iPride Draft	45.40	iPride Draft Golf Participant Fee	\$350 per person
AK	iPride Draft	45.40	iPride Draft Pickleball Participant Fee	\$100 per person
T	Protests	50.14(b)	Pool Play Protest Fee	\$20 per question
T	Protests	50.14I	Double Elimination Protest Fee	\$40 per 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 period (8/2/2026 to NOON EDT 8/15/2026)	\$100 per player per occurrence
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.**

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**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		20.10		7/16/2026
--TO--				

	Regular Season Rosters		Period for late submission of or revision to Regular Season rosters; fine incurred	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	45.30	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.**

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#### 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.

1600 **80.04 Administrative Fee for Sponsorships:** Notwithstanding other provisions of this chapter, all corporate  
 1601 sponsorships shared with member associations and GSWS or iPride Cup host cities will incur a five-percent (5%)  
 1602 fee. At the end of each fiscal year, this administrative fee will be dispersed to all participating member associations  
 1603 as designated by the corporate sponsors for that year and the remainder of the funds are to be disbursed equally  
 1604 to all non-participating member associations. The funds will be dispersed to each league at the Winter Meetings of  
 1605 the completed fiscal year.

1606  
 1607 **80.05 Commissions Due to Member Associations:** iPride Softball shall credit to member associations two and  
 1608 one-half percent (2.5%) of any corporate sponsor lead that member association provides to iPride Softball that  
 1609 materializes in a new corporate sponsorship. This two and one-half percent (2.5%) shall be an annual commission  
 1610 for as long as that corporate sponsor remains a corporate sponsor. The two and one-half percent (2.5%) shall be  
 1611 on sponsorship funds allocated to iPride Softball and not on sponsorships earmarked for distribution to member  
 1612 associations.

## 1613 **CHAPTER 81 – MASTER COMPENSATION SCHEDULE**

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 1615  
 1616 **81.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 1617 any board meeting.

1618  
 1619 **81.02 Salaries and Benefits:** No person shall be considered an employee eligible for full-time or part-time  
 1620 employment in this organization unless authorized in this chapter.

1621  
 1622 **81.03 Numbers of Persons:** Unless specifically stated in the bylaws or policies of this organization, the Board of  
 1623 Directors shall determine the number of persons appointed to specific roles as needed.

1624  
 1625 **81.04 Meeting per diems:** A \$50 per day per diem shall be paid to the Board of Directors, Committee Chairs,  
 1626 and Parliamentarian for the duration of any regular and/or special meeting of the Council. The Umpire-in-Chief is  
 1627 granted a \$300 per diem for the duration of the summer meetings to prepare for the GSWS.

1628  
 1629 **81.05 Tournament per diems:** A \$50 per day per diem shall be paid to the Board of Directors, Athletic Director,  
 1630 Assistant Athletic Director(s), Protest Chair and Assistant Protest Chair(s) for every day present and working during  
 1631 the duration of the GSWS and iPride Cup. A \$425 per day per diem shall be paid to the Umpire-in-Chief for the  
 1632 duration of the GSWS and iPride Cup. A \$250 per day per diem shall be paid to the Assistant Umpire(s)-in-Chief for  
 1633 the duration of the GSWS and iPride Cup.

1634  
 1635 **81.06 Umpires Pay:** Umpires for the GSWS and iPride Cup shall be paid \$35 for each game officiated. The Board  
 1636 of Directors may provide merit bonuses not to exceed \$500 to the Umpire-in-Chief and Assistant Umpire-in-  
 1637 Chief(s) as they see fit.

1638  
 1639 **81.07 Expenses:** The Board of Directors shall determine and pay the reasonable and necessary expenses for the  
 1640 compensated volunteers of this organization which shall include, but are not limited to, travel expenses, car rental,  
 1641 hotel and lodging.

## 1642 **CHAPTER 85 – CONFLICT OF INTEREST POLICY**

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 1644  
 1645 **85.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council  
 1646 meeting.

1647  
 1648 **85.02 Purpose:** The purpose of this conflict of interest policy is to protect this tax-exempt organization's  
 1649 (International Pride Softball) interest when it is contemplating entering into a transaction or arrangement that  
 1650 might benefit the private interest of an officer or director of the Organization or might result in a possible excess  
 1651 benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws  
 1652 governing conflict of interest applicable to nonprofit and charitable organizations.

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

- a. Interested Person – Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.
- b. Financial Interest – A person has a financial interest if the person has, directly or indirectly, through business, investment, or family: (a) An ownership or investment interest in any entity with which the Organization has a transaction or arrangement, (b) A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or (c) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement. Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial. A financial interest is not necessarily a conflict of interest. Under this chapter, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

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

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

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

**SECTION 1 – PROCEDURES**

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

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

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

**85.13 Procedures for Addressing the Conflict of Interest:** An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest. The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement. After exercising due diligence,

1706 the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a  
 1707 more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of  
 1708 interest. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not  
 1709 producing a conflict of interest, the governing board or committee shall determine by a majority vote of the  
 1710 disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own  
 1711 benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its  
 1712 decision as to whether to enter into the transaction or arrangement.

1713  
 1714 **85.14 Violations of the Conflicts of Interest Policy:** If the governing board or committee has reasonable cause  
 1715 to believe a member has failed to disclose actual or possible conflicts of interest it shall inform the member of the  
 1716 basis for such belief and afford the member an opportunity to explain the alleged failure to disclose. If, after  
 1717 hearing the member's response and after making further investigation as warranted by the circumstances, the  
 1718 governing board or committee determines the member has failed to disclose an actual or possible conflict of  
 1719 interest, it shall take appropriate disciplinary and corrective action.

1720  
 1721 **85.15 Records of Proceedings:** The minutes of the governing board and all committees with board delegated  
 1722 powers shall contain: (a) the names of the persons who disclosed or otherwise were found to have a financial  
 1723 interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action  
 1724 taken to determine whether a conflict of interest was present, and the governing boards or committee's decision  
 1725 as to whether a conflict of interest in fact existed.; and (b) the names of the persons who were present for  
 1726 discussions and votes relating to the transaction or arrangement, the content of the discussion, including any  
 1727 alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the  
 1728 proceedings.

1729  
 1730  
 1731 **SECTION 2 – PERIODIC REVIEWS**

1732  
 1733 **85.20 Periodic Reviews:** To ensure the Organization operates in a manner consistent with charitable purposes  
 1734 and does not engage in activities that could jeopardize its tax- exempt status, periodic reviews shall be conducted.  
 1735 The periodic reviews shall, at a minimum, include the following subjects:

- 1736 a. Whether compensation arrangements and benefits are reasonable, based on competent survey  
 1737 information, and the result of arm's length bargaining.  
 1738 b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the  
 1739 Organization's written policies, are properly recorded, reflect reasonable investment or payments for  
 1740 goods and services, further charitable purposes and do not result in inurnment, impermissible private  
 1741 benefit or in an excess benefit transaction.

1742  
 1743 **85.21 Use of Outside Experts:** When conducting the periodic reviews as provided for in this chapter,  
 1744 International Pride Softball may, but need not, use outside advisors. If outside experts are used, their use shall not  
 1745 relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

1746  
 1747 **CHAPTER 90 – DRAFTING AND REVISION MANUAL**

1748  
 1749 **90.01 Jurisdiction:** This chapter shall be the jurisdiction of the Governance Committee and amended by majority  
 1750 at any committee meeting.

1751  
 1752 **SECTION 1 – FORM AND STYLE OF GOVERNING DOCUMENTS**

1753  
 1754 **90.10 General Form:** This organization utilizes a consolidated governance manual which shall include the  
 1755 Articles of Incorporation, Bylaws, and subordinate policies. All distinct policy measures shall be located within  
 1756 chapters of this manual.

1757

1758 **90.11 Structure of Manual:** The manual shall be divided into four (4) volumes, each with individual chapters  
 1759 which may contain individual sections and/or sub-sections. Volumes shall be denoted by Roman numeral. Chapters  
 1760 and sections shall be denoted by Arabic numeral. Each chapter shall have sub-sections denoted by Arabic numeral  
 1761 with at least two (2), but no more than three (3), decimal places listed and may or may not have sections listed. No  
 1762 subsection shall be placed in a section if the first number to the right of the decimal point is a zero. Each sub-  
 1763 section placed within a section shall have the first number to the right of the decimal point correspond to the  
 1764 number of the section. Any delineation of a sub-section is limited to one (1) order which shall be indicated with a  
 1765 small-case letter of the Latin alphabet. Notwithstanding this section, the Articles of Incorporation shall be  
 1766 presented as filed with the State of Wisconsin. The entire governance manual shall contain line numbers, running  
 1767 in continuous fashion for ease of reference.  
 1768

1769 **90.12 Headlines without Authority:** The table of contents of the governance manual and/or headlines of  
 1770 chapters, sections, and/or sub-sections are without authority and listed for reference purposes only. The  
 1771 Governance Committee shall alter the table and/or headlines to best reflect the contents as it sees fit.  
 1772

1773 **90.13 Pronoun Usage:** In all cases in this organization, the use of any pronoun shall apply to any gender identity.  
 1774

1775 **90.14 Standard Usage of Common terms:** The following terms shall be applied in the following manner:  
 1776 a. Organization – International Pride Softball  
 1777 b. Member Association – an individual member league who is recognized as a member of the organization.  
 1778 Delegate or council member, not including a member of the board, may be used in place of member  
 1779 association.  
 1780 c. Board – the iPride Softball Board of Directors  
 1781

## 1782 SECTION 2 – AMENDMENTS

1783  
 1784 **90.20 Amendments:** The Governance Committee shall prepare a standard form for council and committee use  
 1785 for amendments to the governance manual. Amendments shall be reviewed by the committee and/or  
 1786 parliamentarian who shall concur that the amendment conforms to the form and style of the governing manual. A  
 1787 non-concurrence by the committee and/or parliamentarian shall not prevent action on the amendment but shall  
 1788 be relayed to the Council and/or committee of jurisdiction.  
 1789

1790 **90.21 Revisions:** Upon adoption, the committee shall prepare the adopted revisions to the manual for  
 1791 publication.  
 1792

1793 **90.22 Notice of Revisions:** The Secretary shall provide notice to the members whenever revisions are authorized  
 1794 by the body of jurisdiction and published by the Secretary.  
 1795

1796 **90.23 Annotations of Changes:** The committee, in conjunction with the secretary, shall compile and record a  
 1797 cross-reference log of amendments adopted to the governance manual and the minutes of the actions. The  
 1798 Change Log shall be included at the end of the governance manual and retain a minimum of four (4) previous  
 1799 meetings records.

1800  
1801**VOLUME IV – ADMINISTRATIVE POLICIES**

			PAGE
VOLUME 4			
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
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	Chapter 119	Diversity & Leadership Development Policy	64
	Chapter 150	Select Committees Policy	64
	Chapter 200	Regular Season Roster Submission Policy	67
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1820**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.

- 1821 a. Members of the former NAGAAA Women’s Division Hall of Fame shall not be considered members of this  
 1822 Hall of Fame. Any individual may utilize years of membership in the former Women’s Division to achieve  
 1823 the minimum requirement of membership for this program.  
 1824

1825 **100.04 Nomination of Members:** Nominations for membership in the Hall of Fame shall be made in the form and  
 1826 manner provided for by the Hall of Fame chair and in the established time period listed in this chapter. There are  
 1827 no restrictions on whom may make a nomination for the Hall of Fame, but you may not self-nominate. Nominees  
 1828 must have been active in NAGAAA for at least ten (10) years to be nominated. The chairperson of the Hall of Fame  
 1829 shall communicate to the living members of the Hall of Fame all deadlines for nominations and issue appropriate  
 1830 reminder as they see fit.  
 1831

1832 **100.05 Election of Members:** By the date listed in this chapter, the Hall of Fame Chair shall send all legal  
 1833 nominations to the members of the Hall of Fame with a ballot for each nomination. The Chair shall work in  
 1834 conjunction with the Head of IT to make ballot access feasible for the members of the Hall of Fame. Each living Hall  
 1835 of Fame member shall vote “Yes” or “No” indicating whether or not to permit membership for the nominee. The  
 1836 ballots shall be returned by the date listed in this chapter. The Hall of Fame Chair and Board Liaison shall  
 1837 individually review, tally, and audit the ballots to determine the number of votes each nominee received and if  
 1838 election was achieved.

- 1839 a. At the close of the balloting process described in this section, the Chair shall appoint the Veterans  
 1840 Committee, consisting of twelve (12) living Hall of Fame members. The Chair shall forward all nominations  
 1841 (with biographical information) which received at least fifty percent (50%) of the votes of the living  
 1842 members but were not elected to the Hall of Fame to these committee members.  
 1843 b. Notwithstanding this section, the Veterans committee, shall be granted seven (7) days to review the  
 1844 nominations and each member shall cast a ballot of “Yes” or “No” for each nomination. The Veterans  
 1845 committee shall elect, by a two-thirds (2/3) vote of their number voting, any number of persons to the  
 1846 Hall of Fame deserving of the recognition consistent with the purposes of this program and regardless of  
 1847 nomination or election by the balance of the existing Hall of Fame members. The Chair and Board Liaison  
 1848 shall audit the results of the Veterans Committee.  
 1849

1850 **100.06 Results of Election:** No later than June 15, and beginning in 2020 and thereafter, no later than March 1,  
 1851 the Hall of Fame Chair shall notify each nominator of an elected nominee of the results of the balloting who shall  
 1852 be provided one (1) week to communicate to the nominees the results of the election. Following this notice, the  
 1853 Hall of Fame Chair shall draft a communication to the Hall of Fame and Board of Directors the identities of the  
 1854 newly elected members of the Hall of Fame. The Chair shall report the results to the members of the Hall of Fame.  
 1855 The Secretary shall report this information to the NAGAAA Council, member associations, and the general public.  
 1856

1857 **100.07 Hall of Fame Induction:** Newly elected members of the Hall of Fame shall be inducted at a dinner held in  
 1858 conjunction with the annual Gay Softball World Series (GSWS). Inductees shall receive one (1) complimentary  
 1859 ticket to the event. The Induction Dinner shall be a NAGAAA sanctioned event and subject to all policies and  
 1860 procedures of this organization.

- 1861 a. At the winter meeting in the year of the GSWS, the Host City shall provide to the chair a list of available  
 1862 venue options for the Hall of Fame dinner. Within sixty (60) days of the adjournment of the Winter  
 1863 Meeting, the Hall of Fame chair shall have selected a venue, prepared a draft contract for review by the  
 1864 Operations Director and execution by the Commissioner, and communicated said to the Host City and  
 1865 Board of Directors. The venue and conduct of the dinner shall conform to guidelines created and  
 1866 maintained by the Chair.  
 1867 b. The Chair shall be responsible for creating the program of the Induction dinner, designing and procuring  
 1868 the new inductee shirts, and general logistics and operations of the induction.  
 1869

1870 **100.08 Suspension of Rights and Privileges:** Any member of the Hall of Fame not in good standing as a member  
 1871 of NAGAAA shall be suspended of all rights and privileges as a member of the Hall of Fame, including participation

1872 in any NAGAAA sanctioned event until compliance is achieved and good-standing restored in the determination of  
 1873 the Hall of Fame chair and NAGAAA Treasurer.

1874 a. Not in good standing shall be liberally construed and interpreted to indicate any member who is deemed  
 1875 ineligible by this organization to participate in any NAGAAA sanctioned event for any variety of reasons.

1876  
 1877 **100.09 Deadlines:** The deadlines established for the Hall of Fame shall be incorporated into the Master Deadline  
 1878 schedule of this organization.

## 1880 CHAPTER 101 – NAGAAA ARCHIVES

1881  
 1882  
 1883 **101.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 1884 any board meeting.

1885  
 1886 **101.02 Purpose and Authority:** There is created the NAGAAA Archives which shall be a program of this  
 1887 organization. The purpose of this program is to preserve and commemorate the history of the organization, its  
 1888 significance, and the people who founded, sustained, and contributed to its legacy. The authority for this program  
 1889 is found in 4.01 and 3.01(j) of the Governing Manual.

1890  
 1891 **101.03 Chair Authorized to Act:** The chair of the NAGAAA Archives, as appointed pursuant to the Bylaws, is  
 1892 authorized to collect, organize, store, and display artifacts and memorabilia (real and/or virtual), which are  
 1893 representative of the organization and events, subject to the authorized budget of this program.

## 1894 CHAPTER 110 – POSITION REQUIREMENTS OF THE BOARD OF DIRECTORS

1895  
 1896  
 1897  
 1898 **110.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 1899 any board meeting.

1900  
 1901 **110.02 Purpose and Authority:** The purpose of this program is to list, detail, and report the position  
 1902 requirements of the officers of this organization and other select offices as determined by the Board of Directors.  
 1903 The authority for this program is found in 4.04 of the Governing Manual.

1904  
 1905 **110.03 Members of the Board of Directors:** All elected officers of this organization are members of the Board of  
 1906 Directors.

### 1907 SECTION 1 – GENERAL BOARD MEMBER POSITION REQUIREMENTS

1908  
 1909  
 1910 **110.10 General Responsibilities of All Board Members:** Every member of the Board of Directors is responsible  
 1911 for:

- 1912 a. Overall governance of iPride Softball by establishing and monitoring policies and programs and supporting  
 1913 development and effectiveness of Board of Directors.
- 1914 b. Establish strategic purpose and direction for iPride Softball by participating in regular strategic working  
 1915 sessions to create operating policies and procedures and monitoring its performance.
- 1916 c. Represent iPride Softball and its programs and services to stakeholders, including delegates, member  
 1917 associations, and their members, Hall of Fame members, sponsors and partners.
- 1918 d. Demonstrate fiscal responsibility and ensure the financial health of iPride Softball through conformance  
 1919 to up-to-date fiscal policies and procedures and through ongoing analysis of financial reports.
- 1920 e. Ensure effective performance of iPride Softball's programs through ongoing program planning and  
 1921 evaluation.
- 1922 f. Ensure conformance to federal, state, and local laws and agency policies and procedures.
- 1923

- 1924 **110.11 General Duties of All Board Members:** Every member of the Board of Directors has the following duties:
- 1925 a. Attends all board meetings, including working sessions, and votes as a member in good standing.
- 1926 b. Serves on at least one committee and attends 80% of committee meetings.
- 1927 c. Builds collegial working relationship that contributes to consensus.
- 1928 d. Contributes financially as able to iPride Softball.
- 1929 e. Attends all Council meetings, the GSWS, and iPride Cup.
- 1930 f. Makes serious commitment to participate actively in Board and committee work.
- 1931 g. Volunteers for and willingly accepts assignments and completes them thoroughly and on time.
- 1932 h. Stays informed about Board policies and committee matters, prepares themselves well for meetings,
- 1933 including regular reporting on projects and tasks, and reviews and comments on minutes and reports.
- 1934

1935 **110.12 General Time and Financial Commitment of Board Members:** Every member of the Board of Directors

1936 will have varying amounts of time required for their specific office. Each Board member should expect and be

1937 prepared to dedicate at least 500 hours over a calendar year to the work of the organization with a rapidly

1938 changing schedule. Financial support of the organization is encouraged. Membership on the Board is a serious role

1939 and will require significant time away from family, work, and local community.

1940

1941 **110.13 Benefits of Board Members:** Service on the Board of Directors is a rewarding opportunity to lead a

1942 significant and relevant organization to the lives of LGBT athletes. It is a privilege and honor to be a leader of this

1943 organization and be leaders building the foundation of future success of this organization.

1944

## 1945 SECTION 2 – COMMISSIONER

1946

1947 **110.20 Officer Title:** Commissioner

1948

- 1949 **110.21 Responsibilities:** The Commissioner is responsible and accountable for the following objectives, tasks,
- 1950 roles, and duties:
- 1951 a. Vision and Mission: The Commissioner shall communicate the mission and vision of this organization,
- 1952 coordinate and lead the strategic thinking towards the establishment of long and short-term goals, lead
- 1953 the board in developing a mission driven culture, and work to create a culture of mutual respect and
- 1954 inclusiveness.
- 1955 b. Leadership Development: The Commissioner shall recruit and develop leaders to serve on committees
- 1956 of this organization, ensure the participation of elected and appointed leaders of this organization.
- 1957 c. Management: The Commissioner shall ensure adherence to legal standards and ethical norms and be
- 1958 responsible for the management of this organization, including responsibility for compliance with the
- 1959 governing documents and internal policies of this organization.
- 1960 d. External Relations: The Commissioner shall be responsible for the external relations of this organization
- 1961 and act as the ambassador for the organization.
- 1962

- 1963 **110.22 Duties:** In fulfilling the responsibilities of office, the Commissioner shall perform the following duties:
- 1964 a. Preside over meetings of the council, board, host cities and committee chairs.
- 1965 b. Oversee the general operations of the iPride Softball Board and the organization.
- 1966 c. Work with the Secretary to create agendas.
- 1967 d. Review agendas and supporting materials prior to meetings.
- 1968 e. Attend all board meetings and other meetings necessary for the operation of the organization.
- 1969 f. Appoint the Parliamentarian at each Council meeting.
- 1970 g. Works with the Operations Director to negotiate agreements and execute all contractual agreements for
- 1971 this organization.
- 1972 h. Coordinate and partner with the Treasurer to create a proposed annual budget.
- 1973 i. Serve as co-signer of iPride Softball checking account.
- 1974 j. Maintain an acute working knowledge of the issues pertaining to iPride Softball.
- 1975 k. Provide leadership support and advice to the officers and leaders of this organization.

- 1976 l. Manage communications and documents for Committee Charters, Membership Applications and iPride  
 1977 Softball Event bid intents.  
 1978 m. Attend and assist with the GSWS.  
 1979 n. Other duties as prescribed by the governing documents of this organization.  
 1980 o. Other duties as determined by the Board of Directors.

1981

1982 **110.23 Knowledge, Skills, and Abilities:** The Commissioner should demonstrate understanding and  
 1983 competence in the following knowledge, skills, and abilities:

- 1984 a. Professional experience with leadership training.  
 1985 b. Diplomatic Skills.  
 1986 c. A natural affinity for cultivating relationships.  
 1987 d. Public Speaking.  
 1988 e. Passion for improving lives.  
 1989 f. Commitment to the mission and vision of the organization.

1990

1991 **110.24 Time and Financial Commitment:** The Commissioner should be prepared to dedicate significant  
 1992 amounts of time to the leadership of and planning for this organization, including significant time apart from  
 1993 family, relationships, and work. The Commissioner must have the ability to travel. Attendance at and work for  
 1994 this organization will consume roughly 2,000 – 2,500 hours per calendar year.

1995

1996 **110.25 Benefits:** The benefits of this office include travel opportunities across North America, increased  
 1997 networking opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,  
 1998 interaction and leadership with an international organization, refining and sharpening of management and  
 1999 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.

2000

2001 **110.26 Programs:** The Commissioner serves *ex officio* to all iPride Softball Programs, and is the designated  
 2002 liaison of the Board to the Hall of Fame program.

2003

2004 **110.27 Committees:** The Commissioner serves *ex officio* in all iPride Softball Committees and is the designated  
 2005 liaison of the Board to the DEI, Ethics, and Membership committees.

2006

### 2007 SECTION 3 – COMPETITION DIRECTOR

2008

2009 **110.30 Officer Title: Competition Director**

2010

2011 **110.31 Responsibilities:** The Competition Director is responsible and accountable for the following objectives,  
 2012 tasks, roles, and duties:

- 2013 a. Competition: Competition Director is responsible for oversight of the iPride Softball ratings, participant  
 2014 eligibility for all iPride Softball Events, participant registration for all iPride Softball Events, rules of fair  
 2015 play, protests, and other relevant issues of the game.  
 2016 b. Leadership: The Competition Director is responsible for maintaining a working relationship with the  
 2017 Commissioner and other officers and knowledge of the mission and vision of this organization.

2018

2019 **110.32 Duties:** In fulfilling the responsibilities of office, the Competition Director shall perform the following  
 2020 duties:

- 2021 a. Oversee operation of the iPride Softball Portal.  
 2022 b. Oversee the iPride Softball rating system.  
 2023 c. Attend all board meetings and other meetings necessary for the operation of the organization.  
 2024 d. Maintain an acute working knowledge of the issues pertaining to iPride Softball.  
 2025 e. Provide leadership support and advice to the officers and leaders of this organization.  
 2026 f. Manage the Protest team at all iPride Softball Events  
 2027 g. Works with Head of IT to oversee and implement efficient processes pertaining to the protest process.  
 2028 h. Attend and assist with the GSWS.

- 2029 i. Other duties as prescribed by the governing documents of this organization.  
 2030 j. Other duties as determined by the Commissioner and/or the Board of Directors.

2031

2032 **110.33 Knowledge, Skills, and Abilities:** The Competition Director should demonstrate understanding and  
 2033 competence in the following knowledge, skills, and abilities:

- 2034 a. Effective communication including facilitating group discussions and oral and written skills.  
 2035 b. Management of people.  
 2036 c. Policy and process development.  
 2037 d. Diplomatic Skills.  
 2038 e. Problem solving ability, including technology awareness for emerging solutions.  
 2039 f. Prioritize competing interests and goals, manage time to ensure successful completion of all work  
 2040 assignments and engage constituents to acquire feedback and insights.  
 2041 g. Maintain a thorough understanding of the iPride Softball Rating System, the Protest Process Protocols,  
 2042 USA Softball rules, and the iPride Softball Portal.

2043

2044 **110.34 Time and Financial Commitment:** The Competition Director should be prepared to dedicate significant  
 2045 amounts of time to the administration and execution of all fair play processes at iPride Softball sanctioned  
 2046 tournaments, including significant time apart from family, relationships, and work during those periods. The  
 2047 Competition Director must have the ability to travel. Attendance at and work for this organization will consume  
 2048 roughly 1,500-2,000 hours per calendar year.

2049

2050 **110.35 Benefits:** The benefits of this office include travel opportunities across North America, operating and  
 2051 administering the largest LGBT single sport week-long event in the world, increased networking opportunities with  
 2052 other athletic organizations, commercial enterprises, and non-profit organizations, interaction and leadership with  
 2053 an international organization, refining and sharpening of management and organizational skills, and development  
 2054 of life-long and rewarding relationships with LGBT leaders and athletes.

2055

2056 **110.36 Programs:** The Competition Director is not assigned to any program but assists as requested and able.

2057

2058 **110.37 Committees:** The Competition Director is the designated liaison of the Board to the Competition  
 2059 committee and ex officio in all iPride Softball Committees for the purposes of fair play and competition  
 2060 procedural board direction.

2061

## 2062 SECTION 4 – SECRETARY

2063

2064 **110.40 Officer Title:** Secretary

2065

2066 **110.41 Responsibilities:** The Secretary is responsible and accountable for the following objectives, tasks, roles,  
 2067 and duties:

- 2068 a. **Governing Documents:** The Secretary shall maintain, update, and record all governing documents and  
 2069 official actions of this organization, including the minutes and actions of the Council and Board of  
 2070 Directors.  
 2071 b. **Communication:** The Secretary shall maintain and execute all official internal communications to the  
 2072 member associations, council, committee chairs, and other relevant parties.  
 2073 c. **Record Keeping:** The Secretary shall collect and maintain all relevant historical documentation for the  
 2074 organization.  
 2075 d. **Education:** The Secretary shall maintain, coordinate, develop, and evaluate curriculum for educational  
 2076 programs identified by Council and the Board of Directors.

2077

2078 **110.42 Duties:** In fulfilling the responsibilities of office, the Secretary shall perform the following duties:

- 2079 a. Collaborate with the Head of IT to maintain an email system for all levels of administration.  
 2080 b. Record and develop minutes from council meetings.  
 2081 c. Update and manage Governing Manual.

- 2082 d. Collect member association information that is beneficial to the Board of Directors including: Officer  
2083 Positions, tournament information, Voting Representative declaration, Proof of Voting Rights, and USA  
2084 Softball membership of teams.
- 2085 e. Manage document translation needs for all languages identified by the Board of Directors.
- 2086 f. Identify educational curriculum and modules for the organization and coordinate with the Board  
2087 members and Committees to develop and maintain content.
- 2088 g. Communicate and interact with voting representatives and member associations.
- 2089 h. Distribute constituent emails received from iPride Softball website to appropriate officer for response.
- 2090 i. Manage survey and data collection for the organization.
- 2091 j. Collect USA Softball proof for teams participating in GSWS and iPride Cup.
- 2092 k. Produce necessary documents for meetings.
- 2093 l. Maintain a history of iPride Softball documentation through an online storage system.
- 2094 m. Participate in Board Conference Calls and Council Meetings.
- 2095 n. Assist w/preparation for Council Meetings.
- 2096 o. Provide support to Board members as requested.
- 2097 p. Attend and assist with the GSWS.
- 2098 q. Other duties as prescribed by the governing documents of this organization.
- 2099 r. Other duties as determined by the Commissioner and/or the Board of Directors.

2100

2101 **110.43 Knowledge, Skills, and Abilities:** The Secretary should demonstrate understanding and competence in  
2102 the following knowledge, skills, and abilities:

- 2103 a. Good communications skills.
- 2104 b. Able to speak in front of large groups.
- 2105 c. Good organizational skills.
- 2106 d. Basic computer knowledge.
- 2107 e. Advanced knowledge of the Microsoft Suite.
- 2108 f. Ability to travel.

2109

2110 **110.44 Time and Financial Commitment:** The Secretary should be prepared to dedicate significant amounts of  
2111 time to the administration and execution of the duties of the office, including significant time apart from family,  
2112 relationships, and work. The Secretary must have the ability to travel. Attendance at and work for this organization  
2113 will consume roughly 1,000-1,500 hours per calendar year.

2114

2115 **110.45 Benefits:** The benefits of this office include travel opportunities across North America, interaction and  
2116 leadership with an international organization and its members, refining and sharpening of management and  
2117 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.

2118

2119 **110.46 Programs:** The Secretary is assigned to the Archives program.

2120

2121 **110.47 Committees:** The Secretary is the designated liaison of the Board to the Governance committee and ex  
2122 officio in all iPride Softball Committees for the purposes of Archives, Governance, Communication, and  
2123 Education board direction.

2124

2125 **SECTION 5 – TREASURER**

2126

2127 **110.50 Officer Title:** Treasurer

2128

2129 **110.51 Responsibilities:** The Treasurer is responsible and accountable for the following objectives, tasks, roles,  
2130 and duties:

- 2131 a. Account and Investment management
- 2132 b. Financial transaction oversight
- 2133 c. Budget development and compliance
- 2134 d. Financial Policies development and compliance

2135 e. Reporting of fiscal status

2136

2137 **110.52 Duties:** In fulfilling the responsibilities of office, the Treasurer shall perform the following duties:

2138 a. Liaise with Permanent Finance & Audit Committee

2139 b. Set up and maintain Accounting Systems

2140 c. Set up and maintain Financial Reporting Structure

2141 d. Maintain and Update Chart of Accounts as necessary

2142 e. Maintain proper revenue & expense documentation

2143 f. Complete annual state registrations as required

2144 g. Manage banking relationships

2145 h. Manage and maintain Insurances: D&O, Tournament Insurance, General & Auto Liability (as required)

2146 i. Properly record & track established reserves (unrestricted, restricted, special designations, and budget stabilization fund)

2147 j. Reconcile Bank Accounts Monthly

2148 k. Maintain Corporate Card Statements and reconcile monthly statements

2149 l. Set up and manage merchant payment systems

2150 m. Post and reconcile revenue payments and make bank deposits

2151 n. Post and reconcile expense transactions

2152 o. Maintain A/P and cut checks (vendor payables, per diems, travel reimbursements)

2153 p. Ensure all required member city payments are made by related deadlines (Membership Dues, Team Fees, Hotel Deposits, Fines & Fees (as applicable))

2154 q. Reconcile hotel master bills to hotel contract and appropriately record to the financials

2155 r. Track incoming hotel deposits by member cities and process hotel deposit refunds post-tournament

2156 s. Work with the Commissioner and Permanent Finance & Audit committee to complete annual budget

2157 t. Work with the Commissioner and Operations Director on hotel contract negotiations

2158 u. Work with Partnerships Director to finalize corporate partner agreements, and invoice/collect partner revenue

2159 v. Work with Competition Director to invoice/collect all roster and protest fines.

2160 w. Timely filing of Federal 990 tax returns and state sales tax returns (as required)

2161 x. Complete internal audits as directed by the permanent Finance and Audit Committee

2162 y. Creating and serving as legal signatory on checks

2163 z. Managing investments of excess and reserve funds

2164 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

2165 bb. Develop systems for keeping cash flow manageable

2166 cc. Overseeing the development of and compliance with the organization's financial policies

2167 dd. Report regularly to the board of key financial events, trends, concerns, and assessment of fiscal health

2168 ee. Complete required financial reporting quarterly and report to the Board. Provide and present annual

2169 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.

2170 ff. Provide support to Board members as requested.

2171 gg. Attend and assist with the GSWS.

2172 hh. Other duties as prescribed by the governing documents of this organization.

2173 ii. Other duties as determined by the Commissioner and/or the Board of Directors.

2174

2175 **110.53 Knowledge, Skills, and Abilities:** The Treasurer should demonstrate understanding and competence in the following knowledge, skills, and abilities:

2176 a. Financial literacy

2177 b. General accounting knowledge

2178 c. Attention to detail

2179 d. Timeliness in completing tasks

2180 e. Organized and accurate record keeping

2181 f. Willingness to ask questions

2182

2188 g. Trustworthiness

2189

2190 **110.54 Time and Financial Commitment:** The Treasurer should be prepared to dedicate significant amounts of  
2191 time to the administration and execution of the duties of the office, including significant time apart from family,  
2192 relationships, and work. The Treasurer must have the ability to travel. Attendance at and work for this organization  
2193 will consume roughly 1,500-2,000 hours per calendar year.

2194

2195 **110.55 Benefits:** The benefits of this office include travel opportunities across North America, interaction and  
2196 leadership with an international organization and its members, refining and sharpening of management and  
2197 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.

2198

2199 **110.56 Programs:** The Treasurer is not assigned to any program but assists as requested and able.

2200

2201 **110.57 Committees:** The Treasurer serves as the designated liaison of the Board to the Finance committee and ex  
2202 officio in all iPride Softball Committees for the purposes of financial board direction.

2203

## 2204 SECTION 6 – PARTNERSHIPS DIRECTOR

2205

2206 **110.60 Officer Title:** Partnerships Director

2207

2208 **110.61 Responsibilities:** The Partnerships Director is responsible and accountable for the following objectives,  
2209 tasks, roles, and duties:

2210 a. **Financial/In-Kind Support:** The Partnerships Director shall build and maintain long-term business  
2211 relationships with organizations who can, financially or in-kind, affect the bottom line of the  
2212 organization’s annual projected budget and offset expenses through revenue.

2213 b. **Marketing/Brand:** The Partnerships Director shall ensure the organization’s brand is elevated, and the  
2214 organization’s presence in the public realm is positive and proactive.

2215

2216 **110.62 Duties:** In fulfilling the responsibilities of office, the Partnerships Director shall perform the following  
2217 duties:

2218 a. Develop and implement a strategic plan for obtaining one-time sponsorships and long-term  
2219 partnerships at the iPride Softball level and act as an advisor to the GSWS host committee(s) on all  
2220 things pertaining to local/GSWS sponsorships.

2221 b. Create a partnership packet that effectively communicates the value that can be gained from being a  
2222 partner with iPride Softball and levels of partnerships.

2223 c. Coordinate requests for proposals (RFP’s) for vendors and other third-party service providers when  
2224 requested.

2225 d. Work with the Commissioner and Operations Director to prepare contracts for corporate, in-kind, and  
2226 external vendor relationships.

2227 e. Provide oversight for partner brand activation, including materials, signage and advertising, onsite  
2228 vendor placement and promotion, reporting results (ROI) to the brand teams.

2229 f. Conduct ongoing marketing and demographic surveys to elevate the “value” of iPride Softball to our  
2230 current and potential sponsors and partners.

2231 g. Act as an advisor to member associations on all things fundraising and sponsorships, including the  
2232 development of leads for member associations.

2233 h. Maintain the integrity of the iPride Softball brand.

2234 i. Act as an advisor to member associations on all things business development, including the development  
2235 of leads for member associations.

2236 j. Attend and assist with the GSWS.

2237 k. Other duties as prescribed by the governing documents of this organization.

2238 l. Other duties as determined by the Commissioner and/or the Board of Directors.

2239

2240 **110.63 Knowledge, Skills, and Abilities:** The Partnerships Director should demonstrate understanding and  
 2241 competence in the following knowledge, skills, and abilities:

- 2242 a. Strong communications skills.
- 2243 b. Branding experience.
- 2244 c. Able to forge a relationship with media.
- 2245 d. Experience with project management software.
- 2246 e. Cloud storage knowledge.
- 2247 f. Knowledge of social media platforms.
- 2248 g. Strong marketing and communications skills (Word/PPT).
- 2249 h. Sales/development background and presentation (PPT).
- 2250 i. Research and trend analysis.

2251  
 2252 **110.64 Time and Financial Commitment:** The Partnerships Director should be prepared to dedicate significant  
 2253 amounts of time to the administration and execution of the duties of the office, including significant time apart  
 2254 from family, relationships, and work. The Partnerships Director must have the ability to travel. Attendance at and  
 2255 work for this organization will consume roughly 500-1000 hours per calendar year.

2256  
 2257 **110.65 Benefits:** The benefits of this office include travel opportunities across North America, interaction and  
 2258 leadership with an international organization and its members, the reward of assisting member associations with  
 2259 marketing, PR, and sponsorship ideas, development of sales, contract negotiation and communication skills, and  
 2260 development of life-long and rewarding relationships with LGBT leaders and athletes.

2261  
 2262 **110.66 Programs:** The Partnerships Director is not assigned to any program but assists as requested and able.

2263  
 2264 **110.67 Committees:** The Partnerships Director serves as the designated liaison of the Board to the Sponsorship  
 2265 Committee and ex officio in all iPride Softball Committees for the purposes of Partnerships, Sponsorships, and  
 2266 Fundraising.

## 2267 2268 SECTION 7 – OPERATIONS DIRECTOR

2269  
 2270 **110.70 Officer Title:** Operations Director

2271  
 2272 **110.71 Responsibilities:** The Operations Director is responsible and accountable for the following objectives,  
 2273 tasks, roles, and duties:

- 2274 a. Board of Directors Communications: The Operations Director shall maintain and execute all official  
 2275 internal communications to the Board of Directors.
- 2276 b. Board of Directors Operations: The Operations Director shall prioritize, execute, and be accountable for  
 2277 the fulfillment of all non-event operations including human resources, legal review, risk management, and  
 2278 ethical norms.
- 2279 c. Logistics: The Operations Director shall be responsible for overseeing and executing all non-event logistics  
 2280 for the organization including council meetings and special meetings of the Board of Directors.

2281  
 2282 **110.72 Duties:** In fulfilling the responsibilities of office, the Operations Director shall perform the following  
 2283 duties:

- 2284 a. Working with the Commissioner, guide the general operations of the iPride Softball Board and the  
 2285 organization.
- 2286 b. Attend all board meetings and other meetings necessary for the operation of the organization.
- 2287 c. Working with the Commissioner, plan and facilitate strategic working sessions of the Board of Directors,  
 2288 prepare strategic working session agendas, and prepare meeting materials prior to meetings.
- 2289 d. Coordinate all logistical and planning details for Council and Board of Directors annual and special  
 2290 meetings.
- 2291 e. Work with the Treasurer and Commissioner to create a proposed annual budget.

- 2292 f. Maintain an acute working knowledge of the issues pertaining to iPride Softball.
- 2293 g. Create ad hoc committees as necessary for the completion of projects and tasks.
- 2294 h. Provide monthly, or as requested, reports to the Board of Directors on the status of projects/duties/tasks.
- 2295 i. Act as primary elections officer and oversee the process for officer elections when not actively running or
- 2296 campaigning for re-election, as incumbent Operations Director. Responsibilities include accepting
- 2297 nominations, running background criminal checks, communicating nominee information for publication,
- 2298 facilitating nominee presentations to council, and administering nominee Q&A prior to vote.
- 2299 j. Collect and maintain executed contracts.
- 2300 k. Oversee contract negotiation process and maintain master agreements for the organization including, but
- 2301 not limited to, the Host City Partnership Agreement for GSWS and iPride Cup, Vendor agreements,
- 2302 Partnership/Sponsorship agreements, and Hotel agreements.
- 2303 l. Manage and maintain the inventory of all tournament and meeting related equipment belonging to the
- 2304 organization including reporting of inventory to the Board of Directors annually.
- 2305 m. Develops, updates, and maintains standard operating procedures related to non-financial business affairs
- 2306 of the organization.
- 2307 n. Act on and resolve all grievances and outside inquiries of the organization. A report of inquires shall be
- 2308 shared regularly with the Board of Directors.
- 2309 o. Determine when outside consulting is necessary, including legal counsel.
- 2310 p. Attend and assist with the GSWS.
- 2311 q. Other duties as prescribed by the governing documents of this organization.
- 2312 r. Other duties as determined by the Commissioner and/or the Board of Directors.

2313

2314 **110.73 Knowledge, Skills, and Abilities:** The Operations Director should demonstrate understanding and

2315 competence in the following knowledge, skills, and abilities:

- 2316 a. Proficiency and understanding of the Governing Manual, iPride Softball operations, and other relevant
- 2317 governing and administrative applications for this organization.
- 2318 b. Good communications skills, including written and oral skills.
- 2319 c. Project management experience and demonstrable skills
- 2320 d. Ability to work cooperatively with others.
- 2321 e. Dispute resolution skills.
- 2322 f. Good organization skills.
- 2323 g. Ability to travel.
- 2324 h. Commitment to the mission and vision of the organization.

2325

2326 **110.74 Time and Financial Commitment:** The Operations Director should be prepared to dedicate significant

2327 amounts of time to the planning and execution of the strategic vision for this organization, including significant

2328 time apart from family, relationships, and work. The Operations Director must have the ability to travel.

2329 Attendance at and work for this organization will consume roughly 2,000 – 2,500 hours per calendar year.

2330

2331 **110.75 Benefits:** The benefits of this office include travel opportunities across North America, increased

2332 networking opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,

2333 interaction and leadership with an international organization, refining and sharpening of management and

2334 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.

2335

2336 **110.76 Programs:** The Operations Director is not assigned to any program but assists as requested and able.

2337

2338 **110.77 Committees:** The Operations Director serves as the designated liaison of the Board to the Operations

2339 Committee and ex officio in all iPride Softball Committees for the purposes of operational, logistical, and

2340 administrative board direction.

2341

## 2342 SECTION 8 – ATHLETIC DIRECTOR

2343

2344 **110.80 Officer Title:** Athletic Director  
 2345

2346 **110.81 Responsibilities:** The Athletic Director is responsible and accountable for the following objectives, tasks,  
 2347 roles, and duties:

- 2348 a. Athletics: The Athletic Director shall have responsibility for the planning, preparation, and  
 2349 operation of iPride Softball sanctioned tournaments with emphasis on the rules of the game, official  
 2350 tournament operations and communications, tournament discipline, game  
 2351 equipment, and other relevant issues of the game.  
 2352 b. Communication: The Athletic Director is responsible for ensuring that communication pertaining  
 2353 to iPride Softball sanctioned tournaments accurately conveys requirements, deadlines and processes that  
 2354 facilitate member city participation.  
 2355 c. Leadership: The Athletic Director is responsible for maintaining a working relationship with  
 2356 the Commissioner and other officers and knowledge of the mission and vision of this organization.  
 2357

2358 **110.82 Duties:** In fulfilling the responsibilities of office, the Athletic Director shall perform the following duties:

- 2359 a. Manage the operations team for each iPride Softball sanctioned tournament including but not  
 2360 limited to the UIC, Assistant Athletic Directors, Athletics Committee Members, Board Members, Host City  
 2361 Committee Members, and Host City Volunteers.  
 2362 b. Oversee successful operation of the iPride Cup and GSWS including working with the  
 2363 Commissioner to certify bids for the iPride Cup and GSWS.  
 2364 c. Prepare communications for the member associations related to iPride Softball event issues.  
 2365 d. Attend all board meetings and other meetings necessary for the operation of the organization.  
 2366 e. Serve as co-signer of iPride Softball checking account.  
 2367 f. Provide advice and knowledge to the Treasurer on the fiscal conditions and cash flow of sanctioned  
 2368 tournament for the preparation of the budget.  
 2369 g. Maintain an acute working knowledge of the issues pertaining to iPride Softball.  
 2370 h. Provide leadership support and advice to the officers and leaders of this organization.  
 2371 i. Attend and assist with the GSWS and iPride Cup.  
 2372 j. Other duties as prescribed by the governing documents of this organization.  
 2373 k. Other duties as determined by the Commissioner and/or the Board of Directors.  
 2374

2375 **110.83 Knowledge, Skills, and Abilities:** The Athletic Director should demonstrate understanding and  
 2376 competence in the following knowledge, skills, and abilities:

- 2377 a. Effective communication including facilitating group discussions and oral and written skills.  
 2378 b. Management of people.  
 2379 c. Policy and process development.  
 2380 d. Diplomatic Skills.  
 2381 e. Problem solving ability, including technology awareness for emerging solutions.  
 2382 f. Prioritize competing interests and goals, manage time to ensure successful completion of all  
 2383 work assignments and engage constituents to acquire feedback and insights.  
 2384 g. Maintain a thorough understanding of the iPride Softball Rules of Play, Bracket and Game  
 2385 Scheduling, USA Softball rules and registration requirements.  
 2386

2387 **110.84 Time and Financial Commitment:** The Athletic Director should be prepared to dedicate significant  
 2388 amounts of time to the administration and execution of the duties of the office, including significant time apart  
 2389 from family, relationships, and work. The Athletic Director must have the ability to travel. Attendance at and  
 2390 work for this organization will consume roughly 1,500 – 2,000 hours per calendar year.  
 2391

2392 **110.85 Benefits:** The benefits of this office include travel opportunities across North America, operating  
 2393 and administering the largest LGBT single sport week-long event in the world, increased networking  
 2394 opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,

2395 interaction and leadership with an international organization, refining and sharpening of management  
 2396 and organizational skills, and development of life-long and rewarding relationships with LGBT leaders  
 2397 and athletes.

2398

2399 **110.86 Programs:** The Athletic Director is not assigned to any program but assists as requested and able.

2400

2401 **110.87 Committees:** The Athletic Director is the designated liaison of the Board to the Athletics  
 2402 committee and the GSWS Operations team and ex officio in all iPride Softball Committees for the purposes of  
 2403 Athletics and GSWS Operations board direction.

2404

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

2407

2408 **111.01 Jurisdiction.** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2409 any board meeting.

2410

2411 **111.02 Purpose and Authority.** The purpose of this program is to list, detail, and report the Position Requirements  
 2412 of all appointed, non-voting Officers of the Board and Organization

2413

**SECTION 1 – PARLIAMENTARIAN**

2414

2415 **111.10 Officer Title:** Parliamentarian

2416

2417 **111.11 Responsibilities:** The Parliamentarian is an advisor to the Commissioner during the conduct of meetings  
 2418 and to the Board of Directors and committees in matters relating to the governance of this organization and for  
 2419 procedural questions during policy development.

2420

2421 **111.12 Duties:** In fulfilling the responsibilities of office, the Parliamentarian shall perform the following duties:

2422

a. Attend Council Meetings.

2423

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

2424

c. Interpret enacted policy.

2425

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

2426

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

2427

f. Draft policy as required.

2428

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

2429

2430

2431 **111.13 Knowledge, Skills, and Abilities:** The Parliamentarian should demonstrate understanding and

2432 competence in the following knowledge, skills, and abilities:

2433

a. Mastered proficiency in parliamentary law, Robert's Rules of Order, Wisconsin Corporate Law, Internal

2434

Revenue Code, and other prevailing governance statutes.

2435

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

2436

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

2437

d. Ability to work cooperatively with others.

2438

e. Dispute resolution skills.

2439

f. Good organization skills.

2440

g. Ability to travel.

2441

2442 **111.14 Time and Financial Commitment:** The Parliamentarian should be prepared to dedicate moderate  
 2443 amounts of time to the duties of the office. The Parliamentarian must have the ability to travel. Attendance at and  
 2444 work for this organization will consume roughly 100-200 hours per calendar year.

2445

2446 **111.15 Benefits:** The benefits of this office include travel opportunities across North America, interaction and  
 2447 leadership with an international organization and its members, and development of life-long and rewarding  
 2448 relationships with LGBT leaders and athletes.  
 2449

2450 **111.16 Programs:** The Parliamentarian is not assigned to any iPride Softball program.  
 2451

2452 **111.17 Committees:** The Parliamentarian serves all committees *ex officio* at the request of the Commissioner.  
 2453

## 2454 SECTION 2 – Head of Marketing

2455 **111.20 Officer Title:** Head of Marketing  
 2456  
 2457

2458 **111.21 Responsibilities:** The Head of Marketing will be responsible for developing and implementing marketing  
 2459 strategies to enhance the visibility and impact of the organization’s programs, events, and campaigns. The ideal  
 2460 candidate will have a deep understanding of iPride Softball, brand management, social media management,  
 2461 content creation, LGBTQ+ issues, communications, and inclusive marketing practices.  
 2462

2463 **111.22 Duties:**

- 2464 a. Develop and implement the organization's marketing plan in alignment with its mission and goals and for
- 2465 expanding awareness and elevating the iPride Softball brand to all audiences internal and external.
- 2466 b. Manage iPride Softball social media accounts.
- 2467 c. Oversee the Marketing Committee, volunteers, paid staff, and vendor relationships
- 2468 d. Oversee marketing designs and creations not limited to signage, content, copywriting, and brand
- 2469 awareness
- 2470 e. Prepare and distribute press releases and marketing communications that promote iPride Softball’s
- 2471 brand and our events.
- 2472 f. Prepare and maintain a media guide for our organization, working with the Secretary to incorporate any
- 2473 member association information or historical information from our events into the guide.
- 2474 g. Act as iPride Softball’s contact for media opportunities.
- 2475 h. Oversee all iPride Softball social media while incorporating social media into the overall marketing plan
- 2476 for the organization.
- 2477 i. Oversee and liaison with live streaming partners to ensure brand management and seamless execution
- 2478 through social media or other internet platforms.
- 2479 j. Update and maintain iPride Softball websites.
- 2480 k. Provide support to board members as requested.
- 2481 l. Participate in board conference calls, working sessions, and council meetings.
- 2482 m. Attend GSWS.
- 2483 n. Assist with GSWS as needed.
- 2484 o. Other duties as prescribed by the governing documents of this organization.
- 2485 p. Other duties as determined by the Commissioner and/or the Board of Directors.
- 2486

2487 **111.23 Knowledge, Skills, and Abilities:** The Head of Marketing should demonstrate understanding and  
 2488 competence in the following knowledge, skills, and abilities:

- 2489 a. Strong work ethic and commitment to the organization’s mission.
- 2490 b. Formal training in marketing, communications, media relations or a related field (equivalent for
- 2491 professional experience).
- 2492 c. 3+ years of experience in managing marketing plans and/or communication plans
- 2493 d. Demonstrated understanding of LGBTQ+ issues, language, and culture.
- 2494 e. Proven ability to develop and implement successful marketing strategies and campaigns.
- 2495 f. Strong writing, editing, and storytelling skills.
- 2496 g. Experience managing social media platforms and digital marketing tools.
- 2497 h. Ability to work collaboratively with diverse teams and stakeholders.
- 2498 i. Commitment to diversity, equity, and inclusion principles.

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**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 Head of Marketing 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 Head of Marketing is not assigned to any iPride Softball program.

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

**SECTION 3 – Head of Information Technology**

**111.30 Officer Title:** Head of IT

**111.31 Responsibilities:** The Head of IT (Information Technology) 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.
- s. Other duties as determined by the Commissioner and/or the Board of Directors.

2552 **111.33 Knowledge, Skills, and Abilities:** The Head of IT should demonstrate understanding and competence in  
 2553 the following knowledge, skills, and abilities:

- 2554 a. Strong work ethic and commitment to the organization’s mission.
- 2555 b. Formal training in information technology, computer science, or a related field (or equivalent  
 2556 experience).
- 2557 c. 3+ years of experience in IT, preferably within a nonprofit or mission-driven organization.
- 2558 d. Understanding of IT systems, network management, cybersecurity, and data privacy.
- 2559 e. Experience implementing and managing enterprise platforms and collaboration tools (e.g., Microsoft  
 2560 Teams).
- 2561 f. Commitment to LGBTQ+ equity and understanding of the unique technological needs of nonprofits  
 2562 serving this community.
- 2563 g. Ability to work collaboratively with diverse teams and stakeholders.
- 2564 h. Commitment to diversity, equity, and inclusion principles.

2565  
 2566 **111.33a Preferred Qualifications:**

- 2567 a. 3+ years of experience in Leadership, preferably within a nonprofit or mission-driven organization.
- 2568 b. Familiarity with web development and digital marketing.
- 2569 c. Demonstrated experience training and supporting non-technical staff in IT systems.
- 2570 d. Experience managing iMIS platform.
- 2571 e. Experience managing Microsoft 365 enterprise platform.
- 2572 f. Experience managing Wordpress.

2573  
 2574 **111.34 Time and Financial Commitment:** The Head of IT should be prepared to dedicate significant amounts of  
 2575 time to the administration and execution of the duties of the position, including significant time apart from family,  
 2576 relationships, and work. The IT Director must have the ability to travel. Attendance at and work for this  
 2577 organization will consume roughly 1,000 hours per calendar year.

2578  
 2579 **111.35 Benefits:** The benefits of this office include travel opportunities across North America, interaction and  
 2580 leadership with an international organization and its members, refining and sharpening of management and  
 2581 organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

2582  
 2583 **111.36 Programs:** The Head of IT is not assigned to any iPride Softball program.

2584  
 2585 **111.37 Committees:** The Head of IT serves all committees *ex officio* at the request of the Commissioner.

2586

## 2587 **CHAPTER 115 – NOMINATION PROCESS FOR CANDIDATES FOR THE BOARD OF DIRECTORS**

2588

2589 **115.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2590 any board meeting.

2591

2592 **115.02 Purpose and Authority:** The purpose of this policy is to provide a process and parameters for nomination  
 2593 of candidates to the Board of Directors of this organization. The authority for this policy is granted in 2.08 of the  
 2594 Governing Manual.

2595

2596 **115.03 Nomination Process Oversight:** The Elections Officer shall be responsible for oversight of this nomination  
 2597 process and ensuring that appropriate actions are taken by this organization, its vendors, and volunteers to comply  
 2598 with and implement this policy. The Elections Officer cannot oversee the elections if they are a candidate for any  
 2599 officer position in that current nomination cycle. In the event that the Elections Officer is a candidate for any office  
 2600 in the current nomination cycle, the secondary elections officer will replace the primary.

2601

2602 **115.031 Elections Officers:** The Elections Officer is designated by the odd or even year in which the Election is  
 2603 held. There are two identified persons for the role of Elections officer: The Primary Elections Officer, who conducts

2604 the oversight of the nomination process, and the Secondary Elections Officer, who is privy to the process and copied  
 2605 on all notifications and communications to/from the Primary Elections officer to ensure compliance with the  
 2606 elections process. The designated elections officer is as follows by year:

- 2607 • Even Year: Primary Elections Officer: Treasurer; Secondary Elections Officer: Commissioner
- 2608 • Odd Year: Primary Elections Officer: Operations Director; Secondary Elections Officer: Secretary

2609

2610 In the Event that either or both Elections Officers are candidates in the current election nomination cycle, a  
 2611 member of the Board of Directors chosen by the board whom is not a nominee shall become the Elections Officer  
 2612 and assume responsibility of the process. The replacement Elections Officer shall be empowered and required to  
 2613 perform all acts as originally designated to the Elections Officer as listed in this chapter.  
 2614

2615 **115.04 Nomination Period and Notice:** On the day of the adjournment of the Summer Meeting of the Council,  
 2616 the Secretary shall, in writing, inform the members of the Council of the opening of the nomination period for  
 2617 candidates to the Board of Directors. The Elections Officer shall instruct the appropriate person or persons to open  
 2618 the on-line nomination form on this same day. The nomination period shall remain open until 11:59 PM PST of the  
 2619 forty-fifth (45) day preceding the next Winter Meeting.  
 2620

2621 **115.05 Nominator and Nominee Eligibility:** Nominations may be only made by the members of the Council (the  
 2622 voting representative from a member association or the voting member of the Board of Directors). Nominations  
 2623 from any other person, including, but not limited to committee chairs, guests of the council, member association  
 2624 players or officers, or NAGAAA volunteers shall not be considered by this organization. Any person in good  
 2625 standing in NAGAAA, regardless of any membership or activity level may be nominated for the Board of Directors.  
 2626

2627 **115.06 Required Information:** Nominators are required to provide the following information in the nomination:

- 2628 a. Nominator First and Last Name
- 2629 b. Nominator Phone
- 2630 c. Nominator Email
- 2631 d. Nominee First and Last Name
- 2632 e. Nominee Address, including City, State, and Zip
- 2633 f. Nominee Phone
- 2634 g. Nominee Email
- 2635 h. Nominee Member Association Affiliation (if any)
- 2636 i. Office Nominated For

2637

2638 **115.07 Consent to Nomination:** The Elections Officer shall notify any person nominated of the nomination in  
 2639 writing and provide all needed biographical and consent forms following the close of the nomination period. Any  
 2640 person nominated for office and whom is eligible to that office shall consent in writing, in the form and manner  
 2641 provided for by the Board of Directors, to accept the nomination, to agree to and abide by the Board Member  
 2642 Expectations if so elected, and to undergo the mandatory background check process as appropriate. This consent  
 2643 shall be delivered to nominee via electronic mail and shall be returned to the Elections Officer by the nominee by a  
 2644 time and date announced by the board of directors and not less than fourteen (14) days preceding the Winter  
 2645 Meeting. Any consent not signed nor completed fully shall constitute a non-consent to the nomination. Any  
 2646 nominee desiring to not consent to nomination is requested to make such a declaration in writing to the Elections  
 2647 Officer via electronic mail at the earliest possible date. Upon the deadline for this consent or declination of  
 2648 nomination to be submitted, the Elections Officer shall inform the Board of Directors of the list of nominees for  
 2649 each office, which shall be considered candidates for that office henceforth until the election is completed.  
 2650

## 2651 **CHAPTER 116 – BACKGROUND CHECK POLICY FOR CANDIDATES FOR THE BOARD OF DIRECTORS**

2652

2653 **116.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2654 any board meeting.  
 2655

2656 **116.02 Purpose and Authority:** The purpose of this policy is to provide a policy and process governing the  
 2657 background check of candidates for candidates to the Board of Directors of this organization. Nothing in this policy  
 2658 shall be construed to bar the election of any candidate that the Council may choose to elect. The authority for this  
 2659 policy is granted in 2.08 of the Governing Manual.  
 2660

2661 **116.03 Background Process Oversight:** A member, herein the “designee”, of the Board of Directors shall be  
 2662 designated by the Board and be responsible for oversight of this background check policy and process and ensuring  
 2663 that appropriate actions are taken by this organization, its vendors, and volunteers to comply with and implement  
 2664 this policy.  
 2665

2666 **116.04 Required Checks and Applicability:** Any person, regardless of office or incumbency, who has consented to  
 2667 be a candidate for office shall be subject to a criminal felony background check through a county criminal search  
 2668 and a national criminal search. Additionally, any person, regardless of office or incumbency, who has consented to  
 2669 their nomination for a specific office which has financial signatory powers as designated by the Board of Directors  
 2670 (currently the Commissioner, Operations Director, and Treasurer) shall be subject to a civil process check of  
 2671 bankruptcy actions of any kind (ex: Ch. 7, Ch. 11, etc.) in the preceding one (1) year from the date of the  
 2672 background check.  
 2673

2674 **116.05 Process Considerations:** The designee shall ensure that the required background checks are performed by  
 2675 the vendor and collect the report from the vendor. Should there be a record of a felony conviction or a bankruptcy  
 2676 within the last year on a candidate(s) for fiscal signatory offices, the designee shall inform the Commissioner of this  
 2677 record. If the Commissioner is a nominee for the office for which a nominee has a record of this activity, the  
 2678 designee shall inform the next non-elected Board member of this record. The designee and Commissioner, or next  
 2679 non-elected Board member, shall together engage the nominee in conversation regarding the circumstances of the  
 2680 record and inform the nominee of the duty to disclose this information to the Council prior to election if so  
 2681 determined. It shall be the decision, jointly, of the designee and Commissioner, or next non-elected Board  
 2682 member, to determine if the record must be disclosed.  
 2683

2684 **116.06 Duty to Disclose:** It is the duty of the Board of Directors to disclose the record in question of any nominee  
 2685 if so decided by the designee and Commissioner, or next non-elected Board member. This disclosure shall be made  
 2686 by the designee to the Council prior to any election for that office and the nominee shall be afforded the  
 2687 opportunity to provide context and/or personal disclosure of the record prior to the disclosure by the designee.  
 2688 The act of disclosure by the Board shall be conducted appropriately conveying only known facts, honoring the  
 2689 dignity of all persons involved, and without personal comment or opinion as the nature of the record.  
 2690

2691 **116.07 Nomination Declined at Any Time:** Any nominee may decline their nomination to office at any time,  
 2692 including after consenting to the nomination, in writing to the designee. Such a declination shall immediately halt  
 2693 any background check or disclosure.  
 2694

2695 **116.08 Records Confidential:** The records received by this organization as a result of this policy shall be strictly  
 2696 confidential and destroyed immediately after the election for which they have been obtained is completed and a  
 2697 nominee elected.  
 2698

## 2699 **CHAPTER 117 – BRAND COMPLIANCE & ENFORCEMENT POLICY**

2700  
 2701 **117.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2702 any board meeting.  
 2703

2704 **117.02 Purpose and Authority:** The purpose of this policy is to provide a process and parameters for enforcing  
 2705 compliance as determined in 1.04 Expectations of Membership and subsequent policy documents throughout the  
 2706 governing manual.  
 2707

2708 **117.03 Disciplinary Action:** Any instances of non-compliance identified by the organization shall be brought to  
 2709 the Board of Directors to determine if disciplinary actions shall be enforced. Associated fines will be listed in the  
 2710 Master Fines, Dues, and Fees table in 70.05 of the Governing Manual.  
 2711

2712 **117.04 Brand Compliance, Approval Process, and Guidelines:** The Board will maintain guidelines for approved  
 2713 use of iPride Softball Branding (which include logos and trademarked items). Use of iPride Softball branding  
 2714 elements must be consistent with guidelines defined by the Head of Marketing, who will oversee and implement  
 2715 guideline distribution to Member Associations.  
 2716

2717 **117.05 Process to Address Member Associations for Brand Non-Compliance:** Upon identifying an instance of  
 2718 non-compliance, any member of the Board of Directors or officer of this organization shall provide an electronic  
 2719 mail warning to the offender, copying the Board of Directors and the respective Member Association's  
 2720 Commissioner, with actions to correct within 7 business days. Additional instances after the first warning or failure  
 2721 to correct by the deadline will result in an escalation of penalties as listed below:

- 2722 a. First Infraction: Email Warning
- 2723 b. Second Infraction: Monetary fine as determined by the Board of Directors
- 2724 c. Third Infraction: Loss of a GSWS Berth

2725  
 2726 **117.06 Appeals:** Any infraction resulting in penalty may be appealed as determined in 2.09 of the Governing  
 2727 Manual.  
 2728

## 2729 CHAPTER 118 – TERMS & CONDITIONS AND PRIVACY POLICY

2730  
 2731 **118.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2732 any board meeting.  
 2733

2734 **118.02 Purpose and Authority:** The purpose of this policy is to expand the privacy standards to reach across the  
 2735 organization and its affiliate members' private data.  
 2736

2737 **118.03 Terms and Conditions:** The Terms and Conditions for this organization shall be stored on a public  
 2738 webpage, displaying the date in effect and date of last revision, and accessible through the main website of this  
 2739 organization. The permanent website location for the privacy policy is <https://www.ipridesoftball.org/terms-and-conditions/>.  
 2740  
 2741

2742 **118.04 Privacy Policy:** The Privacy Policy for this organization shall be stored on a public webpage, displaying the  
 2743 date in effect and date of last revision, and accessible through the main website of this organization. The  
 2744 permanent website location for the privacy policy is <https://www.ipridesoftball.org/privacy-policy-2/>.  
 2745

2746 **118.05 Process to Address Instances of Violations of the Terms and Conditions or Privacy Policy:** Upon  
 2747 identifying an instance of violation of the Terms and Conditions or Privacy Policy of this organization, any member  
 2748 of the Board of Directors, officer of this organization, or member of council shall follow the Ethics Procedures laid  
 2749 out in Chapter 60 of this governing manual.  
 2750

## 2751 CHAPTER 119 – DIVERSITY & LEADERSHIP DEVELOPMENT POLICY

2752  
 2753  
 2754 **119.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2755 any board meeting.  
 2756

2757 **119.02 Purpose and Authority:** The purpose of this chapter is to establish the procedures for the Diversity &  
 2758 Leadership Development policy and list the requirements for applicant submission to iPride Softball. This policy  
 2759 serves to increase access to Executive Board leadership for underrepresented groups (BIPOC, non-cisgender, non-  
 2760 U.S., women) as it aligns with the organization's values listed in Chapter 1.

2761  
 2762 **119.03 Length of Terms:** The term of the leadership development is set for one calendar year. Awarded  
 2763 applicants shall be notified by the procedures of this section, and dates listed in Chapter 70, as determined by the  
 2764 Board of Directors. The Operations Director and Secretary will coordinate with the applicant to ensure travel and  
 2765 lodging needs. The Board of Directors or awarded applicant may terminate the development agreement at any  
 2766 time. Termination by the applicant may be subject to cost reimbursement  
 2767

2768 **SECTION 1 – APPLICATION PROCESS**  
 2769

2770 **119.11 Application Window:** The application process will open at the conclusion of the Summer Meetings and  
 2771 will close on the 30th of November of each year.  
 2772

2773 **119.12 Applicant Commitment:** The applicant agrees to attend the listed requirements as determined by the  
 2774 Board of Directors:

- 2775 a. Thursday and Friday prior to Winter and Summer Meetings
- 2776 b. Both days of the Winter and Summer Meetings
- 2777 c. Attend the Hall of Fame Induction Ceremony and iPride Honors event with the Board of Directors
- 2778 d. Volunteer at one of the following events: iPride Draft, iPride Cup, or a minimum of two (2) days of the  
 2779 GSWS
- 2780 e. Attend one of two (2) in-person working sessions with the Board of Directors
- 2781 f. Attend at least two (2) monthly Executive Board Calls in a calendar year
- 2782 g. Other commitments as determined by the board of directors

2783 **119.13 Applicant Acceptance and Notification:** The Elections Committee will review all applications and provide  
 2784 recommendations for approval prior to the next Executive Board monthly meeting. The Elections Committee  
 2785 review, approval by the Board of Directors, and notification of accepted applicants by the Secretary must be  
 2786 completed by December 15.

2787 **CHAPTER 150 – SELECT COMMITTEES**  
 2788

2789 **150.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2790 any board meeting.  
 2791

2792 **150.02 Purpose and Authority:** Committees are created to support the work of the Board of Directors, the  
 2793 mission, purpose, and the strategic directives of this organization. Each committee may be charged with a unique  
 2794 purpose and authority as designated by the Board of Directors, effective beginning and end dates (if any), and  
 2795 listed in the sections of this chapter.  
 2796

2797 **150.03 Committee Creation:** The Board of Directors may create or dissolve a Select Committee by majority vote.  
 2798 The motion in creation of the committee's charter shall specify the board liaison, purpose, and authority of the  
 2799 committee, and listed in this chapter.  
 2800

2801 **150.04 Board Liaison:** The Board Liaison for any committee shall be listed under the Officer responsibilities in  
 2802 Chapter 110 and Chapter 111.  
 2803

2804 **SECTION 1 – Purpose and Authority of Select Committees**  
 2805

2806 **150.11 Competition Committee:**  
 2807

2808 **150.11.1 Purpose:** Oversight on player ratings, including divisional thresholds and local league direction on  
 2809 qualification for participating in iPride Softball sanctioned tournaments, such as the Gay Softball World Series and  
 2810 iPride Cup.

2811

2812 **150.11.2 Authority:** Proposal for amendments to the Governing Manual related to: Player rating questions and  
 2813 definitions; Individual player and team rating thresholds per division, including eligibility restrictions for lower  
 2814 divisions; Roster type makeup, requirements, and definitions; LGBT rule/percentage per team; Qualification  
 2815 requirements for participation at GSWS (Both Team and Player requirements); and, Qualifying association  
 2816 declaration.

2817

2818 **150.12 Diversity, Equity, and Inclusion (DEI) Committee:**

2819

2820 **150.12.1 Purpose:** Strengthen iPride Softball by fostering conversation, initiatives, and action to improve  
 2821 diversity, equity and inclusion.

2822

2823 **150.12.2 Authority:** Create and review DEI initiatives and advise iPride Softball on how to include DEI in all areas  
 2824 of the organization.

2825

2826 **150.13 Membership Committee:**

2827

2828 **150.13.1 Purpose:** Ensure iPride Softball remains a welcoming and supportive organization for all member  
 2829 associations and future member associations. Provide support for member associations to grow, thrive, and  
 2830 participate in the iPride Cup and Gay Softball World Series (GSWS).

2831

2832 **150.13.2 Authority:**

- 2833 a. **Advisory Role:** The Membership Committee provides strategic guidance to the iPride Executive Board  
 2834 regarding membership-related matters. While we do not have direct decision-making authority, we work  
 2835 closely with leadership to advocate for member needs and recommend policies that enhance the player  
 2836 and league experience.
- 2837 b. **First Point of Contact for New Leagues:** We are responsible for welcoming, educating, and guiding  
 2838 prospective member associations through the petitioning process, helping them understand iPride  
 2839 Softball's structure, benefits, and responsibilities of membership.
- 2840 c. **Supporting Existing Leagues:** We work directly with member associations to help them overcome  
 2841 challenges related to recruitment, retention, governance, and GSWS participation.
- 2842 d. **Global League Development:** We lead international expansion efforts, working with non-US Leagues to  
 2843 develop strong foundations, provide mentorship, and facilitate their participation in GSWS.
- 2844 e. **Collaboration with Member Cities:** We partner with local leagues to share best practices, tackle  
 2845 challenges, and support their long-term success in iPride Softball and the GSWS.

2846

2847 **150.14 Information Technology (IT) Committee:**

2848

2849 **150.14.1 Purpose:** Oversee and manage the technological needs and initiatives of International Pride Softball.  
 2850 Ensures that all IT-related activities align with the organization's goals and objectives, providing a seamless and  
 2851 efficient technological environment for all members.

2852

2853 **150.14.2 Authority:**

- 2854 a. **Technology Management:** Oversee the implementation, maintenance, and upgrading of all technological  
 2855 systems and infrastructure.
- 2856 b. **Support and Training:** Provide technical support and training to members to ensure they can effectively  
 2857 use the organization's technology.
- 2858 c. **Data Security:** Ensure the security and integrity of all data and information systems.
- 2859 d. **Innovation:** Identify and recommend new technologies that can enhance the organization's operations  
 2860 and participant experience. Implement initiatives upon approval from Board of Directors.
- 2861 e. **Compliance:** Ensure all IT activities comply with relevant laws, regulations, and organizational policies.

2862

2863 **150.15 Marketing Committee:**

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 2916

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

**150.15.2 Authority:**

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

**150.16 Partnerships Committee:**

**150.16.1 Purpose:** Develop and implement a partnership strategy that maximizes benefits for both iPride Softball and its partners.

**150.16.2 Authority:**

- a. Advisory and Recommendation:
  - a. The committee primarily researches, identifies, and cultivates potential Business/Community partnerships.
  - b. The committee develop partnership proposals, outlining benefits for both the league and the business.
  - c. The committee present their findings and recommendations to the league's board of directors for approval.
  - d. This means the committee can suggest partnership agreements, but the final decision rest with the board.
- b. Operational Authority (with Board Oversight):
  - a. The committee can manage the day-to-day communication and relationship-building with potential and existing partners.
  - b. The committee can organize and execute partnership-related activities, such as:
    - i. Preparing partnership agreements.
    - ii. Coordinating sponsored events.
    - iii. Managing partner recognition and benefits.
  - c. The committee can monitor and evaluate the effectiveness of partnerships, providing reports to the board.
- c. Limited Financial Authority:
  - a. The committee may have a limited budget for partnership-related expenses, such as marketing materials or networking events.
  - b. Significant financial decisions, such as signing major partnership agreements, require board approval.

**CHAPTER 200 – REGULAR SEASON ROSTER SUBMISSION POLICY**

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

**200.02 Purpose and Authority:** The purpose of this chapter is to list the requirements for submission of the regular season rosters. The authority for this program is found in 20.10 of the Governing Manual.

- 2917 **200.03 Submission of the Rosters:** Each member association shall submit, by the deadline listed in Chapter 70,  
 2918 the following information for each team and each player in the member association’s qualifying season, excluding  
 2919 players who played in that association in a non-qualifying status. The Commissioner or highest elected leadership  
 2920 of each member association is responsible for ensuring that this expectation of iPride Softball membership is met.  
 2921 a. Teams: Each team of the regular qualifying season shall be reported by its known name and shall report  
 2922 its manager and their contact information.  
 2923 b. Rosters: Each player of a team shall be reported on the player’s team roster and be identified by the  
 2924 player’s preferred first name, legal last name as it appears on a government issued identification and their  
 2925 birthyear (yyyy)  
 2926 c. Ratings: Each player shall have the rating assigned by the member association submitted along with the  
 2927 regular season roster. No rating for any player may be changed in any way at any time by any association  
 2928 following the deadline listed in Chapter 70.  
 2929

2930 **200.04 Manner of Submission:** The regular season rosters shall be submitted through the iPride Portal by the  
 2931 deadline listed in Chapter 70 and will be referenced as the regular season roster team total for Association Berth  
 2932 Allotments as determined in Section 30.43. Member associations are encouraged to begin this process of  
 2933 submission well in advance of the deadline and seek the assistance of the Competition Director for help in entering  
 2934 this data. Any entry made into the iPride Portal may be revised at any time without penalty before the deadline for  
 2935 submission of the rosters.  
 2936

2937 **200.05 Sanctions:** All sanctions for errors, omissions, or failure to comply with the required submission of rosters  
 2938 shall be listed in Chapter 70.  
 2939

#### 2940 **CHAPTER 250 – INELIGIBLE PLAYER ROSTER AND POLICY**

2941  
 2942 **250.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2943 any board meeting.  
 2944

2945 **250.02 Purpose and Authority:** The purpose of this chapter is to codify the responsibilities for the ineligible  
 2946 player list (formerly the banned player list) and create standard definitions for use. The authority for this program  
 2947 is found in 4.01 of the Governing Manual.  
 2948

2949 **250.03 Definitions:** The following definitions apply to this chapter and the Governing Manual in their plain  
 2950 meaning:

- 2951 a. Good-Standing: A member is in “good-standing” when they are not suspended or expelled from  
 2952 participation in iPride Softball sanctioned events by action of the Council or for failure to meet all financial  
 2953 requirements.  
 2954

2955 **250.04 Maintenance of the Ineligible List:** Following any action which would require any person to be placed on  
 2956 the ineligible list, the Competition Director shall report the information listed in this section to the Head of IT who  
 2957 shall update the list accordingly. The Head of IT shall maintain the ineligible list in a secure area of the iPride Portal  
 2958 with access controlled as authorized by the Competition Director. The Head of IT shall cause the list to be updated  
 2959 when a player is removed from suspension or expulsion and keep archived all information from the list on the  
 2960 player so removed.

- 2961 a. Information to be collected: This information is needed for each person placed on the ineligible list; full  
 2962 legal name of the person, date of suspension or expulsion, member association of the person (as  
 2963 available), period of suspension or expulsion, and reason for suspension or expulsion.  
 2964

#### 2965 **CHAPTER 300 – GSWS TOURNAMENT ROSTER SUBMISSION POLICY**

2966  
 2967 **300.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 2968 any board meeting.  
 2969

2970 **300.02 Purpose and Authority:** The purpose of this chapter is to list the requirements for submission of rosters to  
 2971 iPride Softball. The authority for this program is found in 20.13 – 20.18 of the Governing Manual.  
 2972

2973 **300.03 Submission of the Rosters:** Each member association shall submit by the deadline listed in Chapter 70 the  
 2974 following information for each team that it is entering in the Gay Softball World Series, excluding players who  
 2975 played in that association in a non-qualifying status. The Commissioner or highest elected leadership of each  
 2976 member association is responsible for ensuring that this expectation of iPride Softball membership is met.

- 2977 a. Teams: Each team shall be reported by its known name and shall report its manager and their contact  
 2978 information.  
 2979 b. Rosters: Each player of a team shall be reported on the player’s team roster and be identified by the  
 2980 player’s preferred first name, legal last name as it appears on a government issued identification. And  
 2981 their birthyear (yyyy)  
 2982

2983 **300.04 Manner of Submission:** The GSWS Tournament rosters shall be submitted through the iPride Portal.  
 2984 Member associations are encouraged to begin this process of submission well in advance of the deadline and seek  
 2985 the assistance of the Competition Director for help in entering this data. GSWS rosters may not be submitted after  
 2986 the deadline listed in Chapter 70.  
 2987

2988 **300.05 Classes Corrections/Changes:** There are created two (2) different classes of changes that may be made to  
 2989 a GSWS roster for which each class will have a corresponding different sanction or penalty.

- 2990 a. GSWS Administrative Changes: This class is defined as any correction to a rostered member’s name or  
 2991 date of birth entry.  
 2992 b. GSWS Player Changes: This class is defined as any correction to a roster wherein a rostered member is  
 2993 deleted or added.  
 2994

2995 **300.06 Changes Prohibited:** The following changes to a GSWS roster are prohibited:

- 2996 a. Any change to a player’s rating is a change to a regular season roster and is governed by Chapter 200. A  
 2997 player rating change following the deadline listed in Chapter 70 is prohibited.  
 2998 b. Following the submission of a GSWS roster, there can be no change made to that roster that would cause  
 2999 the team rating to increase above the team rating that was submitted before the deadline.  
 3000

3001 **300.07 USA Softball (ASA) Cards:** Every team that is entered in the GSWS must present a USA Softball (ASA)  
 3002 member card. Such cards may be purchased from local member associations or through iPride Softball. The Board  
 3003 of Directors shall publicize the manner of obtaining said cards to each member association. Cards are required by  
 3004 the deadline listed in Chapter 70.  
 3005

3006 **300.08 Entry Fees and Berth Reservations:** Each team must pay its entry fee by the deadline listed in Chapter 70.  
 3007 Member Associations must reserve berths in each division by the deadline listed in Chapter 70 and may cancel any  
 3008 berth reservation before the deadline listed in Chapter 70 for a full refund of fees paid.  
 3009

3010 **300.09 Sanctions:** All sanctions for errors, omissions, or failure to comply with the required submission of rosters  
 3011 shall be listed in Chapter 70 and clearly delineate the sanctions for each class of changes authorized in this section.  
 3012 Each correction of either class of correction shall be counted individually, and the sanction applied to each count.

- 3013 a. The Competition Director and/or Commissioner may provide for exceptions to the deadlines and rules of  
 3014 the GSWS rosters without penalty on a case by case basis for the purposes of overcoming a hardship on  
 3015 the part of that team for circumstances that are beyond the natural control of the team and significantly  
 3016 impair or negate the ability of the team to participate in the GSWS. This rule shall be known as the  
 3017 “hardship rule”.  
 3018

## 3019 **CHAPTER 305 – GSWS HOST HOTEL DEPOSIT AND REQUIREMENTS**

3020  
 3021 **305.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 3022 any board meeting.

3023  
 3024 **305.02 Purpose and Authority:** The purpose of this policy is to establish the required number of room nights  
 3025 reserved per team for the GSWS, the amount of the required deposit, the deadline for payment of that deposit,  
 3026 and the process for reimbursement of the deposit and conditions thereof. The authority for this policy is granted in  
 3027 30.41 of the Governing Manual.

3028  
 3029 **305.03 Requirements of Teams:** Each team of any member association entering the GSWS shall provide a deposit  
 3030 payable to the Treasurer by a specified date determined by the board of directors and listed in the Master Dues,  
 3031 Fines, and Fees Schedule (Chapter 70). Each team paying such a deposit must occupy a room at the tournament  
 3032 rate and provide evidence of 15 room nights of occupation at a host hotel of the GSWS as designated by iPride  
 3033 Softball. This requirement is not in effect on any team whose member association is the host association for that  
 3034 year's GSWS or any member association's team who primary metropolitan area is within ninety (90) miles of the  
 3035 metropolitan area of the GSWS host member association.

3036  
 3037 **305.04 Evidence of Occupation of Rooms:** The Treasurer may determine that a member association has met the  
 3038 requirement of room nights by submission of receipts from the member association indicating that said rooms  
 3039 were occupied. These receipts must be submitted to the Treasurer via email or postal mail after the GSWS but no  
 3040 later than 30 days preceding the Winter Meeting immediately following the GSWS. In lieu of the submission of  
 3041 receipts, the Treasurer may make a determination that the requirement is met by utilizing a master list from the  
 3042 host hotel indicating that occupation of rooms occurred. The Treasurer shall notify each member association, via  
 3043 the Secretary, prior to the GSWS if receipts will be needed or if the host hotel shall provide a master list of room  
 3044 occupants.

3045  
 3046 **305.05 Reimbursement of Deposit:** The Treasurer shall return the appropriate deposit amount to each member  
 3047 association which has met the required number of room nights per team by check to the member association  
 3048 representative in attendance at the Winter Meeting following the GSWS.

#### 3050 **CHAPTER 331– GSWS UMPIRE SELECTION POLICY**

3051  
 3052 **331.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 3053 any board meeting.

3054  
 3055 **331.02 Purpose and Authority:** The purpose of this policy is to ensure the selection of umpires consistent with  
 3056 the rules, regulations, and acts of this organization. The authority for this policy is granted in 30.04 of the  
 3057 Governing Manual.

3058  
 3059 **331.03 Umpire Reviews:** The UIC shall annually review umpires at the GSWS. Performance reviews of umpires  
 3060 shall be the domain of the UIC and shared with the iPride Softball Board of Directors as necessary by either party.  
 3061 Performance Reviews will be completed as follows: All first- and second-year umpires will be evaluated with a  
 3062 detailed evaluation form. All umpires with three (3) plus years of experience will be verbally counseled when areas  
 3063 of improvement exist. The verbal conversation will be documented and submitted with the final group of  
 3064 evaluations for that year's GSWS Report. Any umpire who receives an overall "needs improvement" evaluation,  
 3065 and/or is involved in an unprofessional encounter/incident with a player/manager will be automatically suspended  
 3066 for the following GSWS. A longer suspension may be assigned depending on the egregious nature of the incident.  
 3067 The final decision will be made jointly by the UIC staff and Athletic Director. Any umpire not so suspended is  
 3068 considered in good standing.

3069  
 3070 **331.035 UIC Appointment:** The Commissioner shall appoint the UIC by November 1<sup>st</sup> of a calendar for the GSWS of  
 3071 the following year.

3072  
 3073 **331.04 Umpire Nomination:** The UIC shall seek nominations of umpires for the GSWS by November 1<sup>st</sup> from the  
 3074 commissioners or authorized representatives of member associations.

3075

3076 **331.05 Umpire Selection:** The UIC shall, by May 31<sup>st</sup>, select and invite umpires to officiate the GSWS after  
 3077 considering the nominations of the members and the reviews of the umpire from previous years. Umpires will be  
 3078 awarded a position in that year's GSWS based on their order of response to an invitation (i.e., first to respond, first  
 3079 awarded). In order to assure consistency and experience with GSWS umpires, the UIC will issue two invitations.

- 3080 a. First, by February 15, umpires in good standing with five plus (5+) years of GSWS experience will be  
 3081 invited for the upcoming GSWS. Eighty percent (80%) of the allotted umpire slots will be filled from this  
 3082 umpire pool receiving the first invitation and those responding affirmatively to the invitation. After this  
 3083 80% threshold has been met, a wait list will be started of those umpires whom responded to the  
 3084 invitation but were not awarded a position.
- 3085 b. Second, on March 1, umpires in good standing and with less than five (5) years of GSWS experience and  
 3086 all newly recommended umpires will be invited. The remaining twenty percent (20%) of the allotted  
 3087 umpire slots will be filled from this umpire pool receiving the second invitation and those responding  
 3088 affirmatively to the invitation. After the 20% threshold has been met, all names of those umpires from the  
 3089 second pool whom responded to the invitation but were not awarded a position will be added to the wait  
 3090 list started from first umpire pool.
- 3091 c. If on March 15, there are any open umpire slots and no wait list, then umpires from either pool may fill  
 3092 the slots at the discretion of the UIC.

3093 Umpire selection shall represent the diversity of iPride Softball, including international membership.

3094  
 3095 **331.06 Notification to Umpires:** The UIC shall inform all nominated umpires of the status of their nomination by  
 3096 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  
 3097 provide the UIC staff with a copy of their current year USA Softball (ASA) or Softball Canada certification by July 1<sup>st</sup>  
 3098 in order to be eligible to umpire in the upcoming GSWS. It is the individual umpire's responsibility to confirm their  
 3099 certification has been received and accepted by the UIC staff.

#### 3100 **CHAPTER 341 – GSWS HOST CITY METROPOLITAN AREAS**

3101  
 3102  
 3103 **341.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at  
 3104 any board meeting.

3105  
 3106 **341.02 Purpose and Authority:** The purpose of this policy is to establish the metropolitan areas of each member  
 3107 association solely for the purposes of hosting the GSWS. The authority for this policy is granted in 30.13 of the  
 3108 Governing Manual.

3109  
 3110 **341.03 Metropolitan Areas of the Member Associations:** The current metropolitan areas of each member  
 3111 association are listed in the table below. Member associations are identified by the predominant city of each or  
 3112 their common name:  
 3113

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
PITTSBURG, 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

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

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

3120 **400.02 Purpose & Authority:** The purpose of this policy allows iPride Softball members to participate in the GSWS  
3121 or iPride Cup that have a disability that requires reasonable accommodations to play. The PIP sub-committee is  
3122 comprised of the iPride Softball Athletics Director, the iPride Softball UIC, and one other at-large member named  
3123 prior to the GSWS and iPride Cup independently by the Athletic Director.  
3124

3125 **400.03 Disability Definition:** iPride Softball defines disability as: The inability to do any substantial gainful activity  
3126 by reason of any medically determinable physical (except an injury that is not permanent) or mental impairment  
3127 which can be expected to result in death or which has lasted or can be expected to last for a continuous period of  
3128 not less than 12 months.  
3129

3130 **400.04 Applying for a Rule Modification:** A person who, because of a verified disability, would like a reasonable  
3131 modification to the Rules in order to participate in the iPride Cup or GSWS should advise the iPride Softball Athletic  
3132 Director or their designee of the requested modification. An injury alone does not qualify an individual for a rule  
3133 modification. A properly submitted request for modification shall only be submitted via the online application at  
3134 the link provided to all iPride Softball Member Cities.  
3135

3136 Medical Provider Documentation, including the iPride Softball Physician form, must be submitted by email  
3137 attachment at the time of the request permission. The physician form may be requested no earlier than the  
3138 deadline listed in section 400.05. Contact [pip@ipridesoftball.org](mailto:pip@ipridesoftball.org) to request the form and subsequently submit  
3139 documentation.  
3140

3141 This request must include the following:

- 3142 a. Player's full name
- 3143 b. Player's member association and team
- 3144 c. An explanation on why the modification is needed, including how the modification will address the  
3145 player's specific disability.
- 3146 d. Applicants are required to provide the iPride Softball Physician Form, and any other medical  
3147 substantiative documentation for the requested modification.  
3148

3149 Once a properly completed PIP Modification application is received, an email confirmation will be sent to the  
3150 applicant.  
3151

3152 **400.05: Deadline to Submit Modification Request:** This must be done in order to allow for an inquiry to be  
3153 undertaken to decide whether to allow or deny the requested modification. PIP physician forms can be submitted  
3154 at the start of any calendar year. The complete submission (both physician form and modification request) must be  
3155 made no later than the GSWS/iPride Cup rosters due date. Any requests not received by the deadline will be  
3156 refused with no action being taken.  
3157

3158 **400.06 Rule Modification Review:** The PIP sub-committee will review all rule modification requests, to include  
3159 consideration of the participant's specific circumstances, and the purpose of the rule, policy, or practice at issue. It  
3160 will also ensure that the requested modification does not afford either team an unfair advantage or disadvantage.  
3161 The committee that evaluates properly submitted requests may request additional information before providing a  
3162 decision on the granting, or denial of said request. Any committee requests for additional information will have an  
3163 additional 7 days to submit the requested information.  
3164

3165 Once the sub-committee has completed its inquiry, another email will be sent to the applicant advising if the  
3166 request was approved or denied. If the application was approved, that email will also state what the approved  
3167 modification is. The decisions of the Committee will be final.  
3168

3169 **400.07 PIP Cards:** PIP Cards will be provided to team managers at the GSWS Managers Meeting and Registration  
3170 Event at the iPride Cup. PIP Cards must be turned in at the beginning of each game to the home plate umpire in  
3171 order to be granted the modification for that game. Failure to do so will result in the modification not being  
3172 honored for that game.

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## CHAPTER 500 – Budgetary Policies of the Council

**500.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and may be amended at any meeting by a majority of the Council. Amendments and additions are considered immediate expressions of the policy direction of Council and must be incorporated into the annual budget in the fiscal year after their passage.

**500.02 Purpose & Authority:** The purpose of this section is to provide guidance to the Treasurer, Commissioner, and Finance and Audit Committee regarding specific appropriations that Council feels should be included in annual budgets; and define the policy direction of the Council for specific appropriations determined to be critical to the safety and function of International Pride softball, as stated in section 5.01 of the Governing Manual

**500.03 Insurance:** The following types of Insurance and breadth of coverage should be budgeted for each year, and if passed in the budget, should be maintained through the entire year.

- a. General Liability Insurance - To ensure the safety and security of all official International Pride Softball events, we require comprehensive insurance coverage. This policy should encompass year-round protection for association business operations. The policy's coverage must adhere to the legal minimum standards applicable to our organization's size.
- b. Automobile Liability Insurance
- c. Other supplemental Insurance - Supplemental Insurance is deemed as critical to mitigate risk and minimize liability of the association in the event of accident, theft, or negligence on the part of a representative of International Pride Softball.
- d. Directors and Officers Insurance (D&O)

## CHAPTER 810 – PAYMENT TERMS OF SPONSORSHIP CONTRACTS

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

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

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

**810.04 Invoices:** The Treasurer shall be provided a copy of the payment terms or payment schedule for each executed sponsorship contract and shall invoice the sponsor according to that schedule and a reminder for any 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
December 2025	Chapter 70 Table Revisions	Revisions to GM Sections 70.05 & 70.06	Revised Tables 70.05 & 70.06 to include Registration Fees for iPride Draft; Clerical clean up on the indices for both tables.
January 2026	Chapter 110 Revision	Revision to Section 110.67	Revised section to corrected officer role
February 2026	Business Item 39	Revise Section 70.05	Revise table in section 70.05 to reflect a tiered membership dues based on previous year's total team count
February 2026	Business Item 41	Revise Section 30.41	Revise hotel deposit language for clarity
February 2026	Business Item 46	Revise Sections 3.01, 150	Transition the Operations Committee to a Standing Committee in the Governing Manual.
February 2026	Business Item 47	Creation of Chapter 500	Creation of policy for mandatory liability and comprehensive insurance coverage.
February 2026	Business Item 49	Revise Section 10.3 P	Revise 10.03 P to allow for unlimited courtesy runners in Legends Division.
February 2026	Athletics Committee Motion 1	Revise Section 30.43	Additional berth allotments for the 2026 and 2027 GSWS
February 2026	Athletics Committee Motion 2	Revise Section 30.22	Seeding clarification
February 2026	Competition Committee Motion 1	Creation of Section 20.36	Create Guest Pass Policy
February 2026	New Business Item 1	Creation of subsection 1.04 B (i)	Create a policy for member associations outside of the United States to request a waiver for automatic fines due to circumstances not within their control.
February 2026	New Business Item 2	Revise Section 3.03	Remove policy language that limits committee member recruitment to only voting members of council or alternates.
February 2026	Executive Board Item 1	Revise the Sections 100, 111, 117, and 250	Revise the title of the Marketing Manager and IT Manager to Head of Marketing and Head of IT, respectively.
<b>PENDING CHANGES</b>			