



GOVERNING MANUAL

Revised January 11, 2025

International Pride Softball Governing Manual

TABLE OF CONTENTS

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

VOLUME 1 – ARTICLES OF INCORPORATION

Article One – Name

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

Article Two – Existence

2.1 The period of existence is perpetual

Article Three – Purpose

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

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

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

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

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

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

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

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

Article Four – Members

4.1 The corporation shall have no members.

Article Five – Directors

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

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

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

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

55
56 **Article Six – Disbursements**
57

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

69
70 **Article Seven – Operations**
71

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

75 **Article Eight – Dissolution**
76

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

84 **VOLUME 2 – BYLAWS**

85 **CHAPTER 1 – MEMBERSHIP**
86
87

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

- 93 a. Voting for new members shall occur during the New Business section of the meeting.
- 94 b. Approval for membership requires a majority vote of the Council in the meeting it is requested. If, by any
95 reason, a petitioning association is denied membership, the association will not be allowed to petition for
96 membership again until two (2) successive meetings (e.g., if rejected at the Winter Meeting, the
97 association will not be able to apply again until the next year’s Winter Meeting).
- 98 c. Membership dues and deadlines are outlined in the Master Dues, Fines, and Fees Schedule (Chapter 70).
99

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

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

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

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

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

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

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

158

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

167

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

177 CHAPTER 2 – COUNCIL

178

179

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

187

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

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

198

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

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

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

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

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

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

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

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

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

266 **2.09 Appeals of Fines and Penalties:** The Council will hear all appeals of fines assessed, except protest fines, or
 267 penalties assigned at the next semi-annual meeting after which the fine is incurred. Appeals shall be referred to
 268 the Ethics Committee which shall have jurisdiction to preside over the appeal. Appeals will not be matters of
 269 business before the council at said meeting, unless an appeal is filed by the fined or penalized entity, in the form
 270 and manner provided for by the Ethics Committee.
 271

272 CHAPTER 3 – COMMITTEES

273
 274 **3.01 Committees:** The following committees are created which the Board of Directors shall engage to assist in
 275 the execution and management of this organization. The objectives, structure, reporting, and priorities of these
 276 committees shall be approved by the Board of Directors.

- 277 a. Governance
 278 b. Ethics
 279 c. Athletics
 280

281 **3.011 Finance and Audit Committee:** The Finance and Audit Committee is a permanent committee which shall
 282 be constituted of no less than three (3) members with accounting and financial experience appointed by the
 283 Commissioner. The committee shall meet three times in a calendar year – at the Winter and Summer Council
 284 meetings and at a fall meeting of the committee’s choosing. The committee is charged with budget management
 285 and development in conjunction with the Board of Directors and any other duties as assigned by the Board of
 286 Directors.
 287

288 **3.02 Other Committees:** The Board of Directors may create or dissolve a committee by majority vote. Creation
 289 of the committee shall specify the objective of the committee.
 290

291 **3.03 Appointments:** The Commissioner will appoint one (1) member of each committee as its chairperson and
 292 one (1) member as the vice-chair of the committee. The Commissioner shall appoint the chair and vice-chair at the
 293 vacancy of each of those offices and those appointees shall serve until such time as the appointee resigns or is
 294 removed by the Commissioner. The chairperson shall be responsible for the operation of the committee.
 295 Appointed membership on committees, excluding the chair and vice-chair, shall be appointed for a term
 296 commencing of the annual Winter Meeting until the commencement of the next annual Winter Meeting. Members
 297 of the committee shall be those voting representatives of the council or alternates who attend a meeting of the
 298 committee or members appointed by the Commissioner. No member association is granted more than one (1)
 299 vote in any committee or taskforce.
 300

301 **3.04 Meetings and Quorum:** Committee meetings not held in conjunction with regular or special meetings of
 302 the Council shall be noticed by the chair to the members at least 24 hours prior to the meeting’s convening. Notice

303 of Committee meetings held in conjunction with a regular or special council meeting is satisfied by the
 304 presentation of a proposed agenda indicating such. A quorum of a committee is always present in a meeting called
 305 in accordance with these bylaws. Committee meetings may be held by electronic or telephonic means.
 306

307 **3.05 Referral to Committee:** The Commissioner shall refer all items of business to the appropriate committee.
 308 Any item of business for which a committee recommends approval, and which obligates a fiscal expenditure by
 309 this organization shall be referred to the Finance and Audit Committee before any action of the council on that
 310 recommendation.
 311

312 **3.06 Status of Committee Reports:** On any item of business referred to a committee which requires approval
 313 of the Council to be enacted, the committee of referral may recommend any legal motion of action on that item.
 314 The recommendations, if any, of any committee to which the item was referred shall be reported to the Council for
 315 its consideration. The recommendation, if any, in the report of the last committee to which the item was referred
 316 shall be the pending main motion before the Council during consideration of the committee report.
 317

318 **CHAPTER 4 – BOARD OF DIRECTORS**

319
 320 **4.01 Authority:** The Board of Directors shall be the administrative and management body of the organization,
 321 subject to the policy direction of the Council.
 322

323 **4.02 Composition and Terms of Office:** The Board of Directors shall consist of a Commissioner, Secretary,
 324 Treasurer, Business Development Director, Director of Competition, Athletic Director, and Operations Director.
 325 Directors shall serve two (2)-year terms. Each Director shall serve until his or her successor has been qualified and
 326 elected, unless such Director shall sooner be removed from office. The Commissioner, Treasurer, and Athletic
 327 Director positions shall be elected in odd numbered years. The Secretary, Director of Competition, Operations
 328 Director, and Business Development Director positions shall be elected in even numbered years.
 329

330 **4.03 Removal and Vacancies:** A Director may be removed from office by a two-thirds (2/3) Council vote for
 331 illegal conduct, failure to perform the duties of office, or violation of the expectations of a member. Actions for
 332 removal shall be in the jurisdiction of the Ethics Committee and shall conform to a process provided for by the
 333 Ethics Committee. For a vacancy in any office, other than that of Commissioner, the vacancy shall be filled by
 334 nomination and election by the remaining Board of Directors for the balance of the term. For a vacancy in the
 335 office of Commissioner, the vacancy shall be filled within 30 days by nomination and election by the remaining
 336 Board of Directors, from among the current Directors who have been duly elected to office, for the balance of the
 337 term of the Commissioner. In event of a tie on any ballot, should more than two (2) nominees exist, the nominee
 338 with lowest votes cast, excluding ties, on that ballot shall be removed from future ballots and the remaining
 339 directors shall vote again on a successive ballot and repeat this process on successive ballots until such time as
 340 nominee is elected by a majority of the remaining directors. Vacancies, in offices other than the Commissioner,
 341 shall be filled as soon as practicable and the Board of Directors may not number less than three (3) officers at any
 342 time. A vacancy in any office shall be reported to the Council forthwith.
 343

344 **4.04 Director's Duties:** Unless expressly provided for in these bylaws, the duties of Office for each individual
 345 Director shall be determined by the Board of Directors and listed in the policies of this organization.
 346 a. **Commissioner:** The Commissioner shall oversee all operations of the iPride Softball Board and the
 347 organization, including implementation of policies and procedures, enforcement of rules, administration
 348 of priorities and initiatives. The Commissioner shall preside over meetings of the Council and propose the
 349 agenda and schedule of meetings. The Commissioner will appoint all tournament personnel, chairs and
 350 vice-chairs of committees, program leaders, taskforces, and any other special groups or officer positions,
 351 including Information Technology and Marketing. The Commissioner's appointments shall be subject to
 352 majority approval of the Board of Directors. The Commissioner shall perform any other duties or functions
 353 as assigned by the Board of Directors.

- 354 b. Secretary – The Secretary shall maintain, update, and record all official governance documents of the
 355 organization. The Secretary shall maintain and execute official communication with the Member
 356 Associations, Council voting representatives, Committees, and Board of Directors. The Secretary shall
 357 perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
 358 c. Treasurer – The Treasurer shall oversee management and reporting of the organization’s finances and
 359 compliance with applicable regulations. The Treasurer shall perform any other duties or functions as
 360 assigned by the Commissioner or the Board of Directors.
 361 d. Business Development Director: The Business Development Director shall oversee the marketing,
 362 sponsorship, and public relations efforts of this organization. The Business Development Director shall
 363 perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
 364 e. Director of Competition: The Director of Competition shall have the responsibility for the development
 365 and implementation of the policies on and surrounding fair play, rules of the game, ratings, player
 366 eligibility and accountability, protests, member association softball operations, and shall perform any
 367 other duties or functions as assigned by the Commissioner or the Board of Directors.
 368 f. Athletics Director: The Athletic Director shall have responsibility for the planning, preparation, and
 369 operation of iPride Softball sanctioned tournaments and shall perform any other duties or functions as
 370 assigned by the Commissioner or the Board of Directors.
 371 g. Operations Director: The Operations Director shall have responsibility for the administrative and logistical
 372 management of the iPride Softball corporate body and shall perform any other duties or functions as
 373 assigned by the Commissioner or the Board of Directors.
 374

375 **4.05** The Commissioner may invite appointed personnel to attend Board of Directors meetings as deemed
 376 necessary to support the work of the Board. Appointed personnel attending Board of Directors meetings will not
 377 have a vote in decisions of the board.
 378

379 **CHAPTER 5 – FINANCIAL MANAGEMENT**

380
 381 **5.01 Fiscal Year and Budget:** The fiscal year begins on the first day of January and ends on the last day of
 382 December of the same calendar year. The Treasurer shall prepare, in consultation with the Commissioner, and
 383 present a proposed annual operating budget at each Winter Meeting. The proposed budget shall be referred to
 384 the Finance and Audit Committee which shall provide a recommendation to the Council. The budget shall be
 385 considered by and may be adopted by the Council. In the course of the fiscal year, the Board of Directors is
 386 authorized to adjust appropriations of this organization consistent with the policy direction of the Council.
 387

388 **5.02 Budget Provisions:** The proposed and adopted budget shall provide estimated revenue amounts,
 389 appropriation amounts, including appropriations sufficient to fund salaries, per diems, expenses, and
 390 compensation as determined by the Board of Directors in the Master Compensation schedule. The budget shall
 391 establish and maintain a segregated budget stabilization fund of not less than \$80,000. The budget stabilization
 392 funds shall only be encumbered with the adoption of resolution authorizing such by a two-thirds (2/3) vote of the
 393 Council. Fifty percent (50%) of all net positive income, once all budget items have been accounted for, shall be
 394 appropriated to the budget stabilization fund until the fund reaches a balance of \$125,000, at which point only ten
 395 percent (10%) shall be appropriated each year.
 396

397 **5.03 Compensation and Payments:** The Board of Directors shall set the compensation of all staff and
 398 volunteers serving in roles and positions designated for compensated status and list those compensation amounts
 399 in the Master Compensation Schedule. The Board of Directors shall set the monetary amount of all fines, penalties,
 400 and fees, and corresponding due dates, unless otherwise expressly specified in these bylaws, and list those
 401 amounts along with the dues of this organization and relevant association reporting deadlines in the Master Dues,
 402 Fines and Fees Schedule. Member Associations shall submit all dues, fines, fees, and other payments in USD, with
 403 the exception of Member Associations in Canada, which will submit all payments in CAD.
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CHAPTER 6 – POLICIES OF THIS ORGANIZATION

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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. Safety bases will be used on all fields when possible. If safety bases cannot be used on one (1) or more of the total fields scheduled for use, no safety bases will be utilized unless required by field ownership and/or management.
- e. Official field dimensions for iPride Softball events utilize a 300’ (91.4 meters) outfield fence and 70’ (21.3m) base path.
- f. All batters will begin with a one (1) ball and one (1) strike count. One (1) courtesy foul shall be awarded after the second strike.
- g. The official iPride Softball pitch height shall be 6’ to 12’ (1.8m to 3.7m).
- h. Electronic scorekeeping is deemed an acceptable scorebook format.
- i. Legends Division teams will not observe a second home plate or commitment line.
- j. The following are the divisional limits for out of the park home runs: A – 5, B – 3, C – 1, D – 0, E – 0, Legends-C Division – 1, Legends-D Division – 0. Once a team has reached their maximum of out of the park home runs, any additional out-of- the-park homerun will be considered an inning-ending out in all divisions.
- k. In all divisions, no new inning may begin after 55 minutes in pool play and 60 minutes in double elimination with the exception of Championship games. The team ahead in the score shall be declared the winner and the game shall be declared completed after such innings. The start of game time is defined as the scheduled game time; or in games beginning earlier than scheduled, the time agreed to by both managers and umpire(s); or in games beginning later than scheduled, immediately once both scheduled teams have occupied the field. In all games, the umpire assigned to officiate the game has to announce that time has begun.
- l. The International Tiebreaker rule shall apply in double-elimination time-restricted games if the score is tied after seven (7) innings or 60 minutes. At the beginning of each half inning, the batting team shall begin its turn at bat with the player who is scheduled to bat last in that respective half-inning being placed on second base. A substitute may be inserted for the runner following regular substitution rules.
- m. Uniforms are required. Players competing in iPride Softball events must play in like-colored shirts or jerseys.
- n. At no time is smoking on the field or the dugout allowed by any players, coaches or managers.
- o. A team may bat up to twelve (12) players.
- p. Teams are allowed one (1) courtesy runner per inning. In both the Legends-C and Legends-D Divisions, teams are allowed two (2) courtesy runners per inning. Courtesy runners are subject to all other USA Softball rules on courtesy runners.

- 471 q. The following headwear is allowed during games: Ball caps and non-plastic visors may be worn forward or
 472 backwards, headbands, sweat bands, handkerchiefs, durags both pull over and tied, and bucket hats.
 473 Headwear may not be worn around the neck. Any headwear deemed unsafe by the umpire will not be
 474 allowed. Face coverings for environmental or health protection is allowed.
 475

476 **10.04 Bat Rules:** iPride Softball will provide all bats to be used during its tournaments for all divisions, provided
 477 the supply of bats is budget neutral. The same bats will be provided to both teams to use during competition and
 478 must meet current USA Softball (ASA) bat rules. The Athletic Director will determine the specific bat models to be
 479 used and announced no later than January 15 of the year in which they are to be used. No team member may use
 480 any other bat than those provided by iPride Softball anywhere on the playing field, inclusive of the dugout.

481 Penalties for bat violations are:

- 482 a. That team member transports or takes an approved bat to any area of the field that is not the immediate
 483 area surrounding the batter's box or warm-up circle for the on-deck batter as determined by the umpire.
 484 1. **First Offense:** Team Member is disqualified from current game.
 485 2. **Second Offense and Each Subsequent Offense:** The team member is ejected from current game
 486 and the Athletic Director shall be notified. The Athletic Director will make a determination on
 487 player eligibility or recommend actions under 10.08
 488 b. That team member uses a non-approved bat on the playing field, inclusive of the dugouts, at any time the
 489 approved bats are on the field.
 490 1. **Any Offense:** The team member is ejected from the current game and the Athletic Director shall
 491 be notified. The Athletic Director will make a determination on player eligibility or recommend
 492 actions under 10.08.
 493

494 **NOTE:** Any ejection under this section is subject to further consequences under 10.07.
 495

496 **10.05 Acts of Disqualification:** The following is a list of acts any one of which may be justification for the ejection,
 497 suspension or termination of any individual, team, team member, or member association by the Open Division:

- 498 a. Unsportsmanlike conduct.
 499 b. Abusive behavior toward an umpire, tournament official or participant of the current event immediately
 500 preceding, during, or after a game. Any expense that is incurred by iPride Softball to ensure the safety of
 501 the iPride Softball participants will be paid by the offending member association or person or persons.
 502 c. Commission of fraud such as playing under an assumed name, falsifying an affidavit or roster, or giving
 503 false information to tournament officials.
 504 d. Receiving money or financial benefits in consideration of participating in softball or baseball competition.
 505 e. Participating while knowing they do not meet the eligibility requirements of the Open Division.
 506 f. Knowingly competing with players that are disqualified from Open Division play.
 507 g. Accepting money (directly or indirectly) by capitalizing on athletic ability, athletic performance, or fame in
 508 softball or baseball, such as allowing the use of the player's name to advertise, recommend, or promote
 509 the sale of softball or baseball sporting goods or by accepting compensation for using such goods.
 510 h. Using any bat not approved by this organization or using an approved bat in violation of rules established
 511 by this organization.
 512

513 **10.06 Non-Registered Players:** Any person entering the tournament as a player shall register following the
 514 established process for registration before entering any game as an active player. The Athletic Director, shall, upon
 515 confirmation that a player entered a game as an active player without that player having completed the official
 516 tournament registration process, eject that player from that game and disqualify that player for the remainder of
 517 the tournament. The team which rosters a player ejected and disqualified under this rule, shall be recorded a
 518 forfeit loss in any game in which that player participated. An active player means a player who participated in the
 519 game in an offensive or defensive role including as a courtesy runner. A player listed as a substitute on a line-up
 520 card but who does not enter the game is not governed by this rule.

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

525
 526

527 **10.07 Ejections from Game:** During iPride Softball play, any time a player, coach or manager strikes another
 528 player, coach or manager, said player, coach or manager shall be ejected from the game and shall not be allowed
 529 to sit on the player's bench.

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

534

535 **10.08 Ejections at Any Time:** Any individual ejected from a game or any individual who engages in conduct
 536 defined as act of disqualification during the time of the tournament inclusive of all tournament related events, and
 537 is identified and recommended for disqualification by a member of the Board of Directors, the Umpire-in-Charge,
 538 or Assistant Umpire(s)-in-Charge shall be subject to a disciplinary hearing.

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

548

549 CHAPTER 20 – MEMBER ASSOCIATION RESPONSIBILITIES AND PLAYER ELIGIBILITY

550

551 **20.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
 552 meeting, except that any amendment adopted at summer meeting of the Council must achieve a ninety percent
 553 (90%) vote to be effective at the Gay Softball World Series immediately following that meeting.

554

555 **20.02 Definitions:** The following definitions apply in this chapter and in common usage throughout the
 556 Governing Manual:

- 557 a. Metropolitan Area: In the United States, a metropolitan area is defined as the US Census Combined
 558 Statistical Area (CSA), or Metropolitan Statistical Area (MSA) when not located in a CSA, in which the
 559 member association is predominantly located. In Canada, a metropolitan area is defined by the Statistics
 560 Canada Census Metropolitan Area (CMA) in which the member association is predominantly located.
 561 b. Non-LGBT: A person who does not self-identify as Lesbian, Gay, Bisexual, or Transgender.
 562 c. Lesbian: Women who have affectional orientation to other women.
 563 d. Gay: Men who have affectional orientation to other men, and sometimes used as a general term for
 564 homosexual individuals.
 565 e. Bisexual: Individuals who have affectional orientation to both men and women.
 566 f. Transgender: Individuals who gender identity differs from the sex they were assigned at birth.
 567 g. Non-qualifying Association – A member association in which a player does not maintain eligibility to
 568 qualify and participate for a calendar year's GSWS despite having played part or all of a qualifying season
 569 in that association.
 570 h. Pickup Player – a player added to a team's regular season roster for purposes of tournament play.
 571 i. Player ID – The unique identifying number assigned to an individual player in the NAGAAA database.

- 572 j. Qualifying Association – The member association through which a player maintains eligibility to qualify
 573 and participate in a calendar year’s GSWS by that association bearing responsibility for the player’s rating,
 574 eligibility standards, and compliance with the NAGAAA database standards.
 575 k. Qualifying Season – The playing season of each member association in which a player and teams qualify
 576 for the GSWS and in which the player is evaluated and rated by the Association.
 577 l. Sanctioned iPride Softball Tournament – a tournament sanctioned by iPride Softball, currently only the
 578 Gay Softball World Series and the NAGAAA Cup.

579 SECTION 1 – MEMBER ASSOCIATION AND PLAYER REGISTRATION RESPONSIBILITIES

580
 581 **20.10 Player GSWS-Qualifying Association Declaration:** A player may play in more than one association’s
 582 GSWS-qualifying season, but must declare what association is their qualifying association. However, the following
 583 procedures must be followed. When a player registers in any association, the player must declare whether the
 584 iPride Softball member association is that player’s qualifying association. Additionally, the player must also declare
 585 any other association the player has, will, or may play in for all or part of a qualifying season in that calendar year.
 586 A player who registers and declares only one (1) association shall consider that association that player’s qualifying
 587 association.
 588

589 Once a player has declared an association as their qualifying association, the player may not declare another
 590 association as their qualifying association.
 591

592 With written approval from both association’s Commissioners and the Director of Competition, a player may
 593 change their qualifying association provided they have not played 50% of the games in the original qualifying
 594 association. The iPride Softball Board may make exceptions to this section for players with extenuating
 595 circumstances, and must report such exceptions to the Council prior to the GSWS.
 596

597 If a player declares with more than one association in a qualifying season, they are ineligible to play in the GSWS.
 598

599 **20.11 Association Registration Duties:** Any association, registering a player as a non-qualifying association, shall
 600 immediately inform, in writing via electronic mail, that player’s qualifying association of the player’s registration.
 601 As applicable, the qualifying association, upon receiving the registration of a player declaring the association that
 602 player’s qualifying association or receiving the notice of the player’s declaration shall request, in writing via
 603 electronic mail, a transfer of the player in the NAGAAA database to their association for control of the player’s
 604 rating and eligibility. Any association which is declared as the qualifying association of a player, and that player fails
 605 to register in that association, the association shall immediately transfer the player to one (1) of the players
 606 declared non-qualifying associations as chosen by the player which shall become the player’s qualifying
 607 association.
 608

609 **20.12 Transfer Timeline and Penalties:** Any and all associations, which receive a valid request for transfer of a
 610 player in the NAGAAA database, shall perform the transfer as soon as practicable and without delay, but not later
 611 than 30 days after the transfer request has been made or July 10th, whichever comes first, so as not to hinder the
 612 duty of the qualifying association. All associations are expected to maintain open and timely communication
 613 between associations to foster correct and accurate registration and declarations of players. Any association
 614 violating the provisions in this chapter shall be required to attend the next available Registration and Database
 615 Workshop after the violation has been noted by the Director of Competition and shall also be subject to penalties
 616 outlined in these policies.
 617

618 **20.13 Regular Season Roster:** The roster submitted by Member Associations that serves three purposes:

- 619 1. To account for each player whose primary team is in the Member Association
- 620 2. To identify each player’s primary team
- 621 3. To determine each Member Association’s berth allotments for the GSWS

622

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

630 International Pass Roster: International Associations engaging in the one-time trial run for the International Pass
 631 during GSWS 2024 are exempt from submitting a Regular Season Roster. The usual requirements for qualifying
 632 associations or meeting qualifying games requirements will be waived for this specific trial. While participating in
 633 GSWS 2024 under this temporary pass trial, International Associations will not be classified as member
 634 associations.

635

636 International Pass Rosters must:

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

641

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

649

650

651 **20.14 Standard Roster:** A GSWS roster submitted by a Member Associations that consists of players from a
 652 regular season roster of a team from that Member Association and a maximum of four (4) pickup players. A pickup
 653 player must be from the regular season roster of another team from that same Member Association.

654

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

662

663 **20.15 Extended Association Roster:** A GSWS roster submitted by a Member Association that consists of players
 664 from that Member Association's Regular Season Rosters with a **maximum of four (4) pickup players** from **other**
 665 Member Associations. A Member Association may submit up to one Extended Association Roster if the Member
 666 Association is sending only one team to the GSWS across all Divisions.

667

668 An Extended Association Roster must have at least ten (10) players on the roster and may have a maximum of
 669 three (3) non-LGBT players. No player may be listed on more than one (1) roster for a iPride Softball sanctioned
 670 tournament. An Extended Association Roster team may not be comprised of more than twenty (20) players.
 671 Managers and/or coaches who are not eligible to play or who do not play as a player do not count toward this
 672 requirement. Each Extended Association Roster may name two (2) non-playing members in addition to the

673 maximum of twenty (20) players. The Board of Directors shall determine the manner and form for submission of
 674 the rosters, deadline for submission of the rosters, and any sanctions for errors, omissions, and/or changes.
 675

676 **20.16 All Association Roster:** A GSWS roster submitted by a Member Associations that consists of players from
 677 any regular season roster from that Member Association. A Member Association may submit up to one All
 678 Association Roster in the E, D, and C Divisions. Any submission of an All Association Roster in a Division precludes
 679 the submission of any other type of rosters in that same Division.
 680

681 All Association Roster must have at least ten (10) players on the roster and may have a maximum of three (3) non-
 682 LGBT players. No player may be listed on more than one (1) Roster submitted for a iPride Softball sanctioned
 683 tournament. An All Association Roster team may not be comprised of more than twenty (20) players. Managers
 684 and/or coaches who are not eligible to play or who do not play as a player do not count toward this requirement.
 685 Each All Association roster may name two (2) non-playing members in addition to the maximum of twenty (20)
 686 players. The Board of Directors shall determine the manner and form for submission of the rosters, deadline for
 687 submission of the rosters, and any sanctions for errors, omissions, and/or changes.
 688

689 **20.17 Legends Division Roster:** A GSWS roster submitted by a Member Association for a Legends tournament. A
 690 player on a regular season roster of any Member Association may be included on a Legends Division Roster,
 691 subject to:
 692

- 693 a. Age Requirement
- 694 b. Member Associations with only one (1) team in Legends C, Legends D, or both must have at least four (4)
 695 players from the Member Association sending the team
- 696 c. Member Association with two (2) or more teams in Legends C, Legends D, or both may only have two (2)
 697 pickup players from other Member Association(s)
 698

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

707 **20.18 A and B Division Rosters:** A GSWS roster submitted by a Member Association for an A or B tournament
 708 that consists of players from a regular season roster of a team from that Member Association and a maximum of
 709 four (4) pickup players. Of the four (4) pickup players, a maximum of two (2) may be from the regular season
 710 rosters of any Member Association. Otherwise, a pickup player must be from a regular season roster of another
 711 team from that same Member Association.
 712

713 **20.19 Preferred Supporters:** Each association may name two (2) **preferred supporters** per the number of teams
 714 that the association is sending to the current year's GSWS. These supporters will not be added to rosters but are
 715 entitled to the same benefits that apply to players or non-players on a roster at the GSWS. Preferred Supporters
 716 are NOT permitted on the field of play, including the dugout areas. The Board of Directors shall determine the
 717 manner and form for submission of the preferred supporters, deadline for submission of all association preferred
 718 supporters, and any sanctions for errors, omissions, and/or changes pertaining to preferred supporters.
 719

720 **20.20 NAGAAA Cup Rosters** – Refer to section 40 for NAGAAA Cup roster rules.
 721

722 SECTION 2 – RATINGS AND DIVISIONAL GUIDELINES

723

724 **20.21 Individual Player Ratings:** Each member association shall rate every player, who has declared that
725 association as the player's qualifying association, on each of its teams using the Player Rating Guidelines and
726 report these ratings along with regular season roster in the form and manner as determined by the Board of
727 Directors. Only a player's qualifying association shall rate that player for the purposes of the NAGAAA database,
728 and the qualifying association shall be responsible to ensure that the player exists only once in the database with a
729 single Player ID attributed to the player. The qualifying association bears all responsibility for the accuracy of all
730 data attributed and attached to the player. A qualifying association, upon discovering a duplicate player entry,
731 shall notify the Director of Competition to have the duplications merged into one (1) player identity. In the case of
732 a player who plays in multiple associations, the player shall be listed on a team's regular season roster in the non-
733 qualifying association, but the non-qualifying association shall not recreate the player with a separate Player ID nor
734 alter the rating assigned that player by the qualifying association or any data entered by any other association.
735

736 **20.22 Team Ratings:** A team rating is defined as the sum of the highest ten (10) individual player ratings
737 rostered on that team.
738

739 **20.23 Divisional Guidelines:** Teams may compete in the following divisions based on their Player and Team
740 Ratings.

- 741 a. A Division – There is no maximum team or individual player rating for the A division. No team rated lower
742 than 170 is allowed to play in the A division, except any B team granted eligibility in or required to move
743 to A division under the no-repeat rule of this organization shall be exempt from this minimum rating
744 requirement.
 - 745 b. B Division – All teams rated 170 or lower; no players rated over 18 are allowed on a B division team.
 - 746 c. C Division – All teams rated 130 or lower; no players rated over 14 are allowed on a C division team.
 - 747 d. D Division – All teams rated 95 or lower; no players rated over 10 are allowed on a D division team.
 - 748 e. E Division – All teams rated 60 or lower; no players rated over 6 are allowed on an E division team
 - 749 f. Legends C Division – All teams rated 130 or lower; no players rated over 14 are allowed on a Legends C
750 division team
 - 751 g. Legends D Division – All teams rated 95 or lower; no players rated over 10 are allowed on a Legends C
752 division team
- 753

754 **20.24 Amendments Affecting Divisional Guidelines:** Prior to adoption of any amendment to alter the divisional
755 guidelines, the Director of Competition shall report to the council the number of players that will be displaced by
756 the proposed change and the number of member associations that shall be impacted by the proposed change. No
757 amendment is in order until such report is received.

758 **20.25 Threshold for Amendments:** Any amendment to divisional guidelines requires a two-thirds (2/3) vote of
759 the Council for adoption and is effective in the calendar year following the year the amendment was adopted,
760 except that an amendment to divisional guidelines adopted at a winter meeting of the Council requires a ninety
761 percent (90%) vote to be effective at a sanctioned iPride Softball Tournament in the same calendar year as the
762 winter meeting.
763

764 **20.26 Ratings Workshop:** All new member associations and first-time voting representatives of any member
765 association are required to attend the ratings workshop held at their first regular meeting.
766

767 SECTION 3 – ATHLETIC PARTICIPATION AND ELIGIBILITY

768

769 **20.30 Professional players:** Professional softball or baseball players are ineligible to qualify for any Association
770 while pursuing their profession.
771

772 **20.31 Player age:** Players must be at least eighteen (18) years of age prior to roster submission deadline of the
773 iPride Softball tournament in which they are registered. Legends Division players must be at least 50 years of age
774 at any time in the calendar year of the iPride Softball tournament.

- 775
776 **20.32 Participation:** A player must participate in a minimum of fifty percent (50%) of their team’s regular season
777 games; except for Legends Division, for which the minimum requirement is five (5) games. Participation is defined
778 as a player included on their team’s game lineup card and present in or within close vicinity of their team bench or
779 dugout.
- 780 a. Players on a tournament roster of a NAGAAA Cup team in “A” or “B” Division may include their
781 participation in the NAGAAA Cup under rule 20.33(b) to meet the fifty percent (50%) participation
782 requirement.
783
- 784 **20.33 Requirements for Teams:** No team may be considered a regular season roster team nor be eligible
785 for a iPride Softball event unless the team completes at least ten (10) regular-season games against other
786 teams within the member association. This preceding requirement may be waived by the Board of Directors
787 in extraordinary circumstances. The games must be conducted according to the rules of USA Softball (ASA)
788 or a similar sanctioning body.
- 789 a. An “A” or “B” Division team may meet its ten (10) game requirement by playing scheduled games
790 against teams from other Associations, except for games played in any tournament.
- 791 b. Notwithstanding any other rule, any team competing at the NAGAAA Cup in a “A” or “B” Division shall be
792 credited four (4) games towards this ten (10) game requirement.
793
- 794 **20.34 Ratings Changes Affecting Players:** Should a player’s rating change during the member association’s
795 iPride Softball qualifying season and the rating change force the player to move to a new division or a different
796 team, the games played on either team or in either division in the same member association qualify towards the
797 participation requirement.
798
- 799 **20.35 Ineligible Players for the E Division:** Any player who receives a YES answer to Question 3 of the Player
800 Ratings Guidelines is not eligible to be rostered on a team in or compete with a team in the E Division. Any player
801 who receives a YES answer to Question 5 of the Player Ratings Guidelines is not eligible to be rostered on a team in
802 or compete with a team in the E Division nor the D Division.

CHAPTER 25 – PLAYER RATING GUIDELINES

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

SECTION 1 – DEFINITIONS

25.10 Definitions: The following definitions apply to this chapter:

- a. Accuracy – A throw that is within one to two steps of the intended target.
- b. At-bat – An at-bat is charged to a player following every plate appearance except when: 1) the player hits a sacrifice fly that scores a runner, 2) the player is awarded a base on balls, or 3) the third out occurs and the batter is not entitled to run to first base. Exception #3 shall not be considered if the batter is out due to a strike being a foul ball which ends the at-bat. In the event of any discrepancy between this definition and the official scoring rules of the USA Softball (ASA) and definition contained therein, the latest version of the USA Softball (ASA) rules shall control.
- c. Base Safely Reached on Error – A batter shall be credited with a base safely reached on error on the part of a defensive player(s) who is charged with an error by the scorekeeper.
- d. Behind the player (for fly balls) – The area on the field starting directly to the right of the player, proceeding in a 180-degree arc behind the player and ending directly to the left of the player.
- e. Cleanly fielding the ball – The player receives and controls the ball immediately while over his/her center of gravity (i.e., not on their knees, on the ground or off-balance) and does not cause any delay in making the next play (e.g., tags the runner, steps on the base, throws the ball to the appropriate place on the field).
- f. Deliver multiple pitch techniques with accuracy – The ability to use arc, spin, location and movement of the ball to deliver various pitches (e.g. curve, change up, cutter / reverse curve, knuckle ball) that are called strikes or cause the batter to swing.
- g. Directly at the Player – A ball hit at a player that does not require the player to move his/her feet, although it may cause the player to reach in any direction to make the play.
- h. Fly Ball – Any batted ball that is in the air for more than three (3) seconds but less than five (5) seconds
- i. Ground Ball – Ball hit with a downward trajectory that makes contact with the ground in front of the player when hit directly at a player or in front of the bases when hit between players.
- 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, 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, or 4) when a fielder unsuccessfully attempts to retire a previous runner and in the scorer’s judgement, the batter-runner would not have been retired at first base by perfect fielding. 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.

- 853 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
854 the play.
- 855 m. Line Drive – a ball that from the point of contact rises vertically less than 10% of the total horizontal
856 distance it travels, or in the case of a throw, a ball that from the point of release rises vertically less than
857 5% of the total horizontal distance it travels.
- 858 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
859 distance of less than 150 feet (45.7m), if not impeded.
- 860 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
861 roll to a distance of 150 to 250 feet (45.7 to 76.2 meters), if not impeded.
- 862 p. Modified batting average – The percentage resulting from the sum of a player’s: 1) hits and 2) bases safely
863 reached on error divided by the player’s at-bats.
- 864 q. Off center of gravity – The player fields the ball from his/her knees, off one foot, while moving the
865 opposite direction from the throw or while in the air.
- 866 r. Stopping the ball – The player prevents the ball from continuing beyond the player and causes it to
867 remain in the vicinity of the player. The player is not able, however, to make the next play without delay.
- 868 s. Vicinity – within a step in any direction laterally of the player receiving the throw
- 869 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
870 order to make the play.

871
872 *(NOTE: In reference to the modified batting average, a batted ball resulting in a fielder’s choice is not included in*
873 *the definition of a hit and therefore is not included in the number of hits a player is recorded to calculate the*
874 *modified batting average. The USA Softball Rules and iPride Softball Governing Manual do not define a fielder’s*
875 *choice. A Fielder’s Choice is understood to be an outcome of a batted ball where a preceding runner was put-*
876 *out (or could have been in the judgement of the scorer) rather than the batter-runner. See lines 806-813 for these*
877 *results of a batted ball that do not constitute a hit. This note is explanatory on the definition of modified batting*
878 *average and is not considered a governing rule. Added by Board of Directors February 17, 2019)*
879

880 SECTION 2 – PLAYER RATING GUIDELINES

881
882 **25.20 Rating Guidelines:** The following are the official rating guidelines of this organization:
883

884 *Directions:*

- 885 1. Read the following Statement of Purpose: *This form is intended to be used as a tool to assist those*
886 *responsible for rating players so ratings may be fair and consistent across all levels of play and across*
887 *all leagues in the Open Division. All questions are intended to determine if a player possesses a skill or*
888 *skills necessary for softball.*
- 889 2. Read and understand the definitions of the various terms used in ratings in the definitions section of
890 this chapter.
- 891 3. Answer YES or NO for each question.
- 892 4. Many questions have multiple parts. A YES to ANY one part is a YES to the question.
- 893 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. (60% threshold)	Hits a fair or foul ball with medium velocity. (60% threshold)	Hits a fair or foul ball with high velocity. (20% threshold)	Hits a fair or foul ball with high velocity. (60% threshold)	Hits a fly ball 300' (91.4m) or more. (5% threshold)	<i>NOTE: Players with a YES to Question 3 cannot participate in the E Division. Players with a YES to Question 5 cannot participate in the D or E Divisions. See Governing Manual Section 20.35.</i>
Modified Batting Average	<i>Batting against</i>	Question 6	Question 7	Question 8	Question 9	<i>NOTE: The following questions are linked: 1 – 4, 6 – 9, 10 – 12, 13 – 20, and 21 – 26. A YES to the highest question in a linked set earns the player all those questions (i.e., a player with YES on Q20, will also be given Q13 – Q20)</i>
	E Division	≥ .700	≥ .800	≥ .900	≥ .950	
	D Division	≥ .600	≥ .700	≥ .800	≥ .900	
	C Division	≥ .500	≥ .600	≥ .700	≥ .800	
	B Division	≥ .400	≥ .500	≥ .600	≥ .700	
	A Division	≥ .300	≥ .400	≥ .500	≥ .600	

RUNNING SPEED

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

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

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

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

FIELDING (INFIELD)	Question 13	Question 14	Question 15	Question 16	Question 17	Question 18	Question 19	Question 20
Ground Ball/Line Drive Low Velocity	Cleanly fields a ball hit with low velocity directly at the player OR 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 OR 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 OR 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 OR 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 OR 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 OR 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.

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

THROWING AND PITCHING (Questions 21 – 26 are a 60% Threshold)

Question 21	Question 22	Question 23	Question 24	Question 25	Question 26
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 NAGAAA 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 **30.23 Trophies:** Trophies will be given in all divisions and awarded after the conclusion of the Double
927 Elimination Tournament. Team Trophies will be given for the 1st, 2nd, 3rd, and 4th place winners for each division.
928 Individual awards will be given to the rostered members of the trophy-winning teams in each division.
929

930 SECTION 3 – REGISTRATION

931

932 **30.30 Player Registration and Check In:** Each member of each GSWS team shall be required to register by the
933 Friday before the GSWS, and complete Participant Check In prior to playing in the GSWS. During registration,
934 players must verify their rating, pick up player status, select an identification of “LGBT” or “Non-LGBT”, review the
935 required waiver information, declare any and all associations in which the player played during the qualifying
936 season(s) for that year’s GSWS, and verify the accuracy of all information and provide their signature, or electronic
937 equivalent, to complete the registration. Upon Participant Check In, each member of each GSWS team shall be
938 required to Check In by presenting a government-issued form of photo identification (such as a Driver’s License,
939 identification care, or passport) and confirmation of registration for the purposes of establishing identity.
940

941 **30.31 Registration and Check In Terms and Exceptions:** Player registration will be closed at midnight on the
942 Friday prior to the start of the GSWS. Player Check In will be closed prior to the start of the first double elimination
943 game in that player’s division. The Director of Competition shall have the authority to allow late Check In to a
944 player with a travel delay demonstrated to be beyond their control.
945

946 **30.32 Director of Competition Review:** The Director of Competition shall review GSWS rosters and the ratings
947 database for any rostering and rating of players on more than one (1) GSWS roster and/or ratings in more than one
948 (1) association and report the violation to the Commissioner(s) of the association(s) in which the player is rostered
949 and rated, the Commissioner of iPride Softball, the committee charged with membership related matters, and the
950 Ethics Committee.
951

952 SECTION 4 – TEAM ENTRIES

953

954 **30.40 Entry Fees:**

955

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

961 b. **Participant Entry Fees:** Each member of each GSWS Team shall pay an entry fee as determined by the
962 Board of Directors and by the deadline established by the board, unless exempted from the fee.
963

964 **30.41 Host Hotel Deposits:** Each Association, except for the Host City, shall also provide a hotel deposit for each
965 of its GSWS teams as determined by the Board of Directors and by the deadline established by the board. The hotel
966 deposit for each team, or on a cumulative basis for an Association, shall be fully refunded to the Association only
967 when the Association provides receipts totaling the number of nights per team in rooms booked within the official
968 block of qualifying rooms as determined by the Board of Directors and the receipts are provided to the Treasurer by
969 the deadline established by the Board of Directors.
970

971 **30.42 World Series Berth Allocation:** Teams may participate in the GSWS by earning a berth through one of the
972 following:

973 a. **Association Berth Allotment:** Member associations are allotted a certain number of GSWS berths. In turn,
974 each member association shall be responsible for its own determination on utilizing its allotted GSWS
975 berths.

- 976 b. The top four (4) GSWS teams in the B, C, D, and E Divisions receive an automatic berth to the following
 977 year's GSWS. These berths do not count against the Member Association's berth allotment. To utilize the
 978 automatic berth, the GSWS team must: play in the next highest Division the following year or include at
 979 least 4 players from the previous year's GSWS roster. Any B team awarded an automatic berth by this
 980 provision shall be exempt from the minimum team rating requirement for the A Division.
- 981 c. The top four (4) NAGAAA Cup teams in the B and A Divisions receive an automatic berth to the same
 982 year's GSWS. These berths do not count against the Member Association's berth allotment. To utilize the
 983 automatic berth: the NAGAAA Cup and the GSWS Rosters for the team must adhere to the guidelines for a
 984 Standard Roster, the players from both rosters must meet all eligibility requirements for the GSWS and
 985 the GSWS roster must not include more than 4 pickup players from the same Member Association. Any
 986 berth awarded in this sub-section shall be forfeited if any player on the Roster for the awarded NAGAAA
 987 Cup team is listed on a Standard Roster in a different Member Association for purposes of qualifying for
 988 the GSWS. The first-place team in each Division will also have their GSWS fee waived.
- 989 d. International Pass Trial Run Berth Allotment (one time trial): Allocate one GSWS berth each to four
 990 selected International Associations (UK, Australia, Puerto Rico, and Mexico) for participation in GSWS
 991 2024. This allocation is a one-time event, ensuring each association has a singular opportunity to
 992 participate. In the event that one of these International Associations can NOT participate in the 2024
 993 GSWS, that berth may be re-allocated to another Board approved International Association.

994
 995
 996 **30.43 Association Berth Allotment:** Each member association is allotted a certain number of GSWS berths as
 997 listed in the table below. In calculating berth allotments, all regular season teams of a member association shall be
 998 considered in determining the number of berth allotted.
 999

ASSOCIATION BERTH ALLOTMENTS							
Team entries may not exceed maximum limits for each division nor the total maximum berths.							
TEAMS IN MEMBER ASSOCIATION	A DIVISION	B DIVISION	C DIVISION	D DIVISION	E DIVISION	LEGENDS C DIVISION	LEGENDS D DIVISION
1-9 Teams	UNLIMITED	UNLIMITED	2 teams total distributed any way between C/D/E Division			2	2
10-18 Teams			3 teams total distributed any way between C/D/E with a max of 2 per Division				
19-28 Teams			5 teams total distributed any way between C/D/E with a max of 2 per Division				
29+ Teams			7 teams total distributed any way between C/D/E with a max of 3 per Division				
<p><i>The GSWS Host City may add one (1) team in each division for only the 2023 GSWS. For the 2024 GSWS and on, the host city may only add one (1) team in the division of their choice.</i></p>							

1000
 1001 **30.44 No-Repeat Rule:** No team awarded first, second, third, or fourth place in the B, C, D, or E Division of the
 1002 GSWS shall be eligible to compete in the same or lower division at the following two (2) year's GSWS. For the
 1003 Legends D Division, the first and second place team shall not be eligible to compete in the same or lower division
 1004 at the following two (2) year's GSWS. For the purpose of this rule, an ineligible returning team shall be defined as
 1005 consisting of four (4) or more players from a GSWS roster of a team awarded first, second, third, or fourth place in
 1006 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 – NAGAAA CUP

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

40.02 Purpose: The NAGAAA Cup is an invitational tournament that is designed to increase GSWS participation by the A, B, Legends C and Legends D Divisions.

SECTION 1 – ADMINISTRATION AND TEAMS

40.10 Administration: The Board of Directors will determine the location and date of the NAGAAA Cup. All teams will pay a fee for participating in the NAGAAA Cup, as determined by the Board of Directors. 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 role and responsibility for all personnel of the tournament.

40.11 Teams: Invitations will be given to all A Division teams, and the top B, Legends C and Legends D Division teams from the previous year's GSWS. Teams that have been invited must have 4 members of their GSWS roster to be considered eligible for play in the NAGAAA Cup. Teams must accept the invitation by the deadline set by the Director of Competition. After the deadline for acceptance has passed, the iPride Softball Director of Competition will then issue invitations to any new A Division Team that has formed that year and then the remaining B teams from the previous GSWS in order of their finish, and any other Legends C and Legends D Division teams. All teams must submit their NAGAAA Cup roster by the deadline established by the Board of Directors.

40.12 NAGAAA Cup Roster: A and B Division teams entered in the NAGAAA Cup should register with the same roster that they intend to submit as a regular season roster and may add only up to four (4) pick-up players to its roster that will not be a part of the team's regular season roster. A roster for the NAGAAA Cup must have at least ten (10) players rostered and a maximum of three (3) non-LGBT players. No player may be listed on more than one (1) NAGAAA Cup Roster. The roster may not be comprised of more than twenty (20) players, except those managers and/or coaches who are not eligible to play or who do not play as a player do not count towards this requirement and each NAGAAA Cup roster may name two (2) non- playing members in addition to the maximum of 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. Legends Division teams will adhere to the Legends Division Roster rules as outlined in section 20.17.

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

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

SECTION 2 – RULES AND TOURNAMENT FORMAT

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

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

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

- 1063 b. Pool play will have a mixture of A and B Division teams.
 1064 c. Home team will be decided by a double flip for pool play games. For all games in double elimination, the
 1065 home team shall be the higher seeded team between the two (2) opposing teams, except that no team
 1066 that is undefeated in double-elimination may be the away team when facing an opponent, with a
 1067 recorded loss in double elimination, who is seeded higher.
 1068 d. Uniforms need not be like colored. However, an Arabic whole number (0-99) of contrasting color at least 6
 1069 inches high must be worn and visible. Identical numbers are not permitted.
 1070 e. All field complexes must have Automated External Defibrillators (AED's) and staff available who are
 1071 certified in the use of such equipment.
 1072

1073 **40.22 Seeding Process:** For pool play games, seeds shall be determined by the ratings of the teams. In
 1074 double elimination games, all seeds will be determined by the win-loss-tie record of the teams. The Double
 1075 Elimination bracket shall be a combined bracket for the A and B Divisions.
 1076
 1077

1078 CHAPTER 50 – PROTEST PROCEDURE

1079
 1080 **50.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
 1081 meeting except that any amendment adopted at summer meeting of the Council must achieve a ninety percent
 1082 (90%) vote to be effective at the Gay Softball World Series immediately following that meeting and the amount of
 1083 any fines or fees shall be the jurisdiction of the Board of Directors and amended at any board meeting by majority.
 1084

1085 **50.02 Authority:** A Protest Committee will rule on all eligible protests of player eligibility and ratings. Any
 1086 protest on the application of the rules of play are made to the UIC and are not in the authority of any Protest
 1087 Committee to act on. Any Protest Committee shall consist of members appointed by the Commissioner. The
 1088 Commissioner shall not, in any circumstance, be a party to the protest or act as a member of a Protest Committee.
 1089

1090 **50.03 Protest Committee Schedule:** Member Associations may be appointed as Protest Committee members by
 1091 the Commissioner and be assigned times and required to fulfill their duties as part of a protest committee or face
 1092 penalties provided for by this organization. The Director of Competition will create a Protest Committee schedule
 1093 assigning times and locations in proportion to the number of teams that an Association sends to that year's GSWS.
 1094 This schedule will be distributed prior to the close of the Summer Meeting for that year's GSWS. Protest
 1095 Committee members must be present and available to hear protests at the assigned time and place. Protest
 1096 committee members may change assigned times/places provided they initiate the change with another
 1097 Association and notify the Protest Chair.
 1098

1099 **50.04 Protest Chairs and Assistant Protest Chairs:** The Commissioner shall appoint one (1) Protest Chair and a
 1100 number of Assistant Protest Chair(s) as determined by the Board of Directors. These positions shall act as chairs of
 1101 any Protest Committee and operate as an independent judge of the matter before the committee, including, but
 1102 not limited to, guiding the process, assisting the committee with inquiry and exploration, and informing the parties
 1103 of the process and matters before the committee. In no way, shall a chair opine on the merits of the protest, take
 1104 part as an advocate for or against any party, nor cast a vote on the matter before the committee. The designated
 1105 Protest Chair will explain and distribute the procedure for protesting a player or team to the GSWS team
 1106 representatives at the Managers' meeting held prior to the start of the GSWS, including explanations of reasons for
 1107 denial of a protest.
 1108

1109 **50.05 Protest Committee Composition:** The Commissioner shall appoint at least five (5) persons for each field
 1110 complex or designated location for protests for the tournament. The Commissioner may appoint additional
 1111 persons so that multiple protests may be heard concurrently if necessary. These persons shall be protest
 1112 committee members. For the purposes of hearing a protest, three (3) protest member shall constitute the
 1113 committee.

- 1114 a. No member of the protest committee shall be on the roster of a team in the division of which the protest
 1115 is involved, a member of a regular season roster for any of the member associations involved in that
 1116 protest, nor a party that filed said protest or is evidence to the protest, and no member association may
 1117 have more than one (1) person represented on the protest committee.
 1118

1119 **50.06 Protest Committee Deliberations:** Protest Committee business shall only be discussed with other Protest
 1120 Committee members, the chair of the Protest Committee, the Athletic Director or their assistant(s), and/or the
 1121 iPride Softball Board of Directors. In the course of an appeal or on business matters before the Council, member
 1122 associations may be involved in post facto discussions about a protest that filed, heard, and adjudicated. Only
 1123 members of the committee, the chair, iPride Softball Board of Directors, parties involved in the protest, the
 1124 Athletic Director or their assistant(s), and witness and/or advocates as allowed by the committee shall be
 1125 permitted into the hearing of evidence and testimony before the Committee.
 1126

1127 SECTION 1 – FILING A PROTEST

1128
 1129 **50.10 Who Can File a Protest:** Protests may only be filed by the opposing team’s manager of record or their
 1130 proxy, named to the Director of Competition prior to the tournament, or any Open Division Director, or a member
 1131 association’s Commissioner or their proxy, submitted to the Director of Competition prior to the start of the
 1132 tournament. To be eligible to file a protest, a member association must be a member in good standing.
 1133

1134 **50.11 Protests Not Eligible:** No player can have their ratings protested, if the result of the protest would cause
 1135 their current GSWS rating to be lowered.

- 1136 a. No protests may be filed based upon a player’s sex, sexuality, gender, or gender identity.
 1137

1138 **50.12 Filing a Protest:** A protest must be filed prior to the completion of the game in question. The game umpire
 1139 will suspend the game and notify a iPride Softball official, of all protests or ejections. When filing a protest, the
 1140 protesting party must complete the Protest Form in its entirety and a protest fee must be submitted at the time of
 1141 the filing. The Protest Form will include a list of required fees for reference. The form will only include spaces for
 1142 the following required information: date, game time, name of the team protesting (OR name and title of the
 1143 person protesting if it is not a team filing the protest), name of the team being protested, division of play, name of
 1144 the player being protested (if any), ratings questions being protested (if any), nature of the protest (required ONLY
 1145 for protests other than ratings protests), and the name and signature of the person submitting the protest.
 1146

1147 **50.13 Initial Review of the Protest:** Upon initial review of the protest filing, should the protest be denied due to
 1148 an improper filing, the iPride Softball official denying the protest will provide a denial reason but may not directly
 1149 assist completing the form. Upon initial review of the protest filing, should the protest be accepted, the iPride
 1150 Softball official making that determination will notify the teams’ managers and the game will continue to
 1151 conclusion.

- 1152 a. Any iPride Softball Official denying a protest under this review must clearly state the complete reason for
 1153 denial of the protest, including any errors and/or omissions on the part of the protesting party. Failure to
 1154 clearly state such reasons for denial shall be reported by the protesting party to the Commissioner.
 1155

1156 **50.14 Fees for Filing a Protest:** The costs, due at the time of filing, for filing a protest are as follows:

- 1157 a. For protests not based on player ratings there shall be a fifty-dollar (\$50) fee to protest a player for non-
 1158 rating issues.
 1159 b. During pool play, the ratings protest filing fee is \$50.00 and \$10.00 per challenged question.
 1160 c. During double elimination, the ratings protest filing fee is \$100.00 and \$20.00 per challenged question.
 1161

1162 **50.15 Refundable Filing Fees:** If a protest is upheld, any protest filing fee and challenged question fee(s) are
 1163 returned. If a protest is denied, all fees are nonrefundable. If only a portion of the protest is upheld, monies shall
 1164 be returned based on the sliding scale for the protest filing fee and challenged question fee as shown below:
 1165

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

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

1166

1167

SECTION 2 – CONVENING AND CONDUCTING A PROTEST

1168

1169 **50.20 Convening a Protest Committee:** When a protest is filed, the respective Protest Chair or Assistant Protest
 1170 Chair will convene a Protest Committee to hear and rule on the protest. A chair with a conflict of interest will
 1171 recuse themselves, and an alternate will be assigned. The Protest Chair or Assistant Protest Chair shall randomly
 1172 select three (3) of the appointed protest members to constitute the committee and hear the protest.

1173 a. No member of the protest committee shall be on the roster of a team in the division of which the protest
 1174 is involved, a member of a regular season roster for any of the member associations involved in that
 1175 protest, nor a party that filed said protest or is evidence to the protest, and no member association may
 1176 have more than one (1) person represented on the protest committee.
 1177

1178

1179 **50.21 Protest Hearing Process:** The Protest Committee will hear the arguments of both teams and/or parties
 1180 involved in the protest in order to rule on a protest. During pool play, the Protest Committee will rule on protests
 1181 as quickly as possible but, in any event, prior to the determination of seeding for double elimination play. During
 1182 double elimination play, the Protest Committee will rule on the protest prior to the start of the next game in which
 1183 either team is to be involved. A protest that involves player eligibility and not player ratings, must include at least
 1184 one (1) member of the iPride Softball Board of Directors, which shall not be the Commissioner.

1185 **50.22 Protest Committee Evidence and Record:** Protest Committee hearings are to be audio recorded. The
 1186 recordings from the protest hearing(s) will be kept for one (1) year from the date of the hearing by the Director of
 1187 Competition and then destroyed. All player ratings from the prior year and the current year will be available for all
 1188 Protest Committee hearings.

1188

1189 **50.23 Protest Hearing Process:** A protest hearing shall be conducted in the following process:

- 1190 a. The Protest Committee chairperson will begin the proceedings by explaining the protest hearing
 1191 procedures to each team's Manager.
- 1192 b. The protesting party will begin the hearing by explaining the basis for the protest and presenting any
 1193 evidence of any kind, including, but not limited to scorebooks, to support the protest.
- 1194 c. The Protest Committee has the authority to then call for a vote to move the protest forward.
- 1195 d. After the protesting party has presented its case, the protested party will be afforded the opportunity to
 1196 present evidence of any kind, including, but not limited to scorebooks, to rebut the protesting party's
 1197 argument.

- 1198 e. After the parties have presented their cases the Protest Committee will have the authority to interview
 1199 players involved in the GSWS, Association officials and Members, and Open Division and GSWS officials
 1200 and umpires.
 1201 f. Both principal parties must be notified of and afforded an opportunity to be present.
 1202 g. The Protest Chair shall remove all parties from the room except for the Protest Committee after the
 1203 parties have presented their case to allow careful deliberation.
 1204 h. When the principal parties and the Protest Committee have completed their interviews and deliberations,
 1205 the Protest Committee shall vote by secret ballot to determine whether to uphold or deny the protest, by
 1206 majority vote. The principal parties shall have the opportunity to observe the voting process.
 1207 i. The votes will be tallied, and the parties will be informed of the Protest Committee's decision.
 1208 j. The decision of the Protest Committee is final for the duration of that tournament. Both the Protesting
 1209 Party and the Protested Party are asked to certify, by signature, that the protest hearing was completed in
 1210 accordance and compliance with the process outlined in the policies of this organization. Should either
 1211 party refuse to sign, the review of the process is referred to the Commissioner.
 1212

1213 SECTION 3 – PENALTIES FROM A PROTEST

1214
 1215 **50.30 Actions Arising from the Protest Committee:** If the Protest Committee changes a player's rating question,
 1216 it will be submitted to the Director of Competition and will remain marked as "Yes" or "Y" through the following
 1217 two (2) GSWS. Any action taken by the Protest Committee will be reviewed by the Council through the Ethics
 1218 Committee at the Winter Meeting of the next calendar year to determine if further sanctions are appropriate. The
 1219 Protest Committee may make recommendations for any additional penalties.
 1220

1221 **50.31 Penalties for Non-Ratings Based Protests:** A person protested on matters other than player rating and
 1222 found in violation shall be assessed the following penalties:
 1223 a. The player's team forfeits the protested game and any subsequent games in which the protested player
 1224 has played prior to the resolution of the protest.
 1225 b. The player and their team manager will be disqualified from the remainder of the current GSWS.
 1226 c. A fine of \$500 assessed to the player's qualifying association.
 1227
 1228

1229 **50.32 Fines for Ratings Based Protests:** A player protested on player ratings and found in violation shall have
 1230 their qualifying association assessed the fines listed in the table:
 1231

# 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.

1232
 1233 **50.33 Penalties for Ratings Violations Causing a Team to Move Up a Division:** If a protest results in a player
 1234 rating change that causes a team to move up a division, the protested team forfeits the protested game and the
 1235 opponent is named the winner of the game. Additionally, the protested team is eliminated from the current
 1236 tournament and the protested team's member association is fined \$500, in addition to the fines listed above in this
 1237 section.
 1238

1239 **50.34 Penalties for Ratings Violations Not Causing a Team to Move Up a Division:** If a protested player's rating
 1240 is increased by one (1) point and does not move the player over the ratings cap for that division, the player can
 1241 continue to play in the current tournament. The new rating for the protested player will apply for the team's
 1242 overall rating. The result of the game stands and the team whose player was protested can continue in the
 1243 tournament, provided that it is not their second loss in double elimination.
 1244

1245 **50.35 Penalties for Specific Rating Violations:** The following provisions apply in the scenarios as outlined:
 1246 a. If a protested player's rating is increased by two (2) or more points, the player will be deemed ineligible
 1247 for the remainder of the current tournament, regardless of maintaining eligibility. In addition, the new
 1248 rating will be accounted for in the team's overall rating. Notwithstanding the penalty, the result of the
 1249 game stands and the team whose player was protested can continue in the tournament, provided that it
 1250 is not their second loss in double elimination.
 1251 b. If a protested player's rating exceeds the limit for that division; the player is ineligible going forward and
 1252 can no longer play in the current GSWS. In addition, the new rating will be accounted for in the team's
 1253 overall rating. The protested team will be declared the loser of the game. The protested team can
 1254 continue to play in the tournament only if the new team rating falls in the divisional guidelines of the
 1255 division entered and provided that loss recorded on the part of the protest was not the team's second
 1256 loss in double elimination.
 1257

1258 **50.36 Penalties for Numerous Rating Violations:** If a team has three (3) or more protest ratings questions
 1259 upheld, either in one (1) game or multiple games, the protested team will forfeit the last protested game and the
 1260 opponent is declared the winner. Additionally, the protested team is eliminated from the current tournament and
 1261 the protested team's member association is automatically fined \$500.00 in addition to the fines imposed in this
 1262 chapter.
 1263

1264 **50.37 Dual protests:** Whenever two (2) teams shall protest each other in the same game and both teams have
 1265 not yet had a loss in double elimination and both teams have at least one (1) protest question upheld the following
 1266 shall apply:
 1267 a. If the penalty for both Team A and Team B result in both teams being declared the loser, yet allowed to
 1268 remain in the tournament, then the loser of the game, as determined by the real score of the game, will
 1269 move to the loser's bracket. The winner of the game will advance to next level of the winner's bracket and
 1270 a forfeit will be declared, thus sending the team to the loser's bracket.
 1271

- 1271 b. If the penalty for both Team A and Team B results in both teams being declared the loser, and one (1)
 1272 team is ejected based on the result of the protest and the other team is allowed to continue based on the
 1273 result of the protest, the team that is allowed to continue will move to the loser's bracket.
 1274

1275 **50.38 Rating Workshop Requirements:** Mandatory attendance of member associations is required at the Rating
 1276 Workshop held concurrently to the Winter Meetings if any of the below are true. A fine of \$100 will be assessed to
 1277 member associations required to attend the workshop and who fail to attend.

- 1278 a. A team of a member association lodges more than two (2) unsuccessful ratings questions during one (1)
 1279 single tournament.
 1280 b. A member association has more than two (2) protest questions upheld during one single tournament.
 1281

1282 CHAPTER 60 – ETHICS PROCEDURE

1283
 1284 **60.01 Jurisdiction:** This chapter shall be the jurisdiction of the Ethics Committee and amended by majority at
 1285 any Ethics Committee meeting, except that the amount of any fines or fees shall be the jurisdiction of the Board of
 1286 Directors and amended at any board meeting by majority.
 1287

1288 **60.02 Authority and Applicability:** The purpose/scope of this procedure is limited to providing a means to
 1289 assess whether the behaviors, attitudes, and actions of our members align with our organizational values. The
 1290 power of this organization to discipline its member associations or teams and/or players of the individual member
 1291 associations is retained by the Council through the processes in this chapter. Penalties and sanctions as assigned
 1292 by this organization can apply to membership in iPride Softball, and official events as hosted by this organization.
 1293 This organization shall enforce the suspension and/or expulsion sentenced to individual members or teams at
 1294 official events as hosted by this organization, member association leagues, and member association tournaments.
 1295 This organization has no power to compel the barring member associations from participating in any event or
 1296 action other than official events of this organization. No member association's action or inaction to discipline its
 1297 member shall apply to this organization without action by the Council.
 1298

1299 SECTION 1 – PETITION PROCESS

1300
 1301 **60.11 Petition by Member Associations:** A member association and/or player may file a petition seeking
 1302 discipline against another member association and/or individual not less than ninety (90) days prior to the next
 1303 meeting of the Council. The petition shall include the following information to be accepted:

- 1304 a. Name(s) of the association, team, or individual member(s) petitioned against
 1305 b. Association of those mentioned in (a)
 1306 c. Date(s) of the events in question
 1307 d. Reference to the rule(s) believed to be violated or behavior, actions, or attitudes exhibited
 1308 e. Brief summary of the issue
 1309 f. Requested remedy
 1310

1311 **60.12 Screening of Petition:** The petition screening process has two steps: Completeness and Applicability.

- 1312 a. **Completeness:** Any petition submitted to the Ethics Committee will first be reviewed by the Ethics Chair
 1313 to ensure all information required in Section 60.11 has been included. If the petition is missing any
 1314 required information, the Ethics Chair will try to assist the petitioner in correcting the error by:
 1315 1. Notifying the petitioner that the petition is incomplete
 1316 2. Informing the petitioner what information is needed to correct the petition
 1317 3. Allow the petitioner 5 business days to correct any errors and resubmit the petition (NOTE: This
 1318 activity MAY occur within the 90-day submission period set forth in Section 60.11 and still be
 1319 considered a valid petition if corrected within 5 business days)
 1320 b. **Applicability:** Once the petition is successfully screened for completeness, a minimum of three (3) Ethics
 1321 Committee members shall review the petition to determine applicability. Examples of non-applicable
 1322 petitions include, but are not limited to:
 1323 1. Petitions determined to be outside the jurisdiction of IPS and/or Section 60.02 of this manual

- 1324 2. Petitions determined to be frivolous, retaliatory, harassing or repetitive in nature
 1325 3. Petitions determined to be explicitly disallowed by other aspects or procedures of this manual
 1326 c. Any petitions screened out for failing to meet either the completeness or applicability requirements shall
 1327 not be forwarded to the Council for action, will be included in the Ethics Report to the Council. The report
 1328 will include the total number of petitions, how many were screened out and the reason for screening out
 1329 (completeness or applicability). Furthermore, notification that a petition was screened out will be sent to
 1330 the petitioner(s) via email within 10 business days after the screening is completed by the Ethics
 1331 Committee.
 1332 d. All accepted petitions shall be forwarded for hearing at the next Council Meeting per Section 60.2.
 1333

1334 **60.13 Recusals:** Any petition received as outlined under this chapter that would cause a conflict of interest for a
 1335 member of the Ethics Committee (e.g., teammate, coach, partner, member of their home city) to decide on
 1336 accepting the petition, the affected committee member(s) will recuse themselves from reviewing the petition.
 1337

1338 If a conflict of interest exists that causes less than three (3) Ethics Committee members to be able to vote on the
 1339 acceptance of an item, the following individuals will be considered for replacements in order of priority:

- 1340 a. Governance Committee Chair
 1341 b. Governance Committee Vice-Chair
 1342 c. Any remaining Standing Committee Chair/Vice-Chair, selected in alphabetical order of last name.
 1343

1344 SECTION 2 – HEARING PROCEDURES

1345
 1346 **60.21 Notifications:** Notification will include reference to the potentially sensitive nature of the information and
 1347 indicate the matter must remain confidential and limited to affected parties and any witnesses to protect the
 1348 integrity of those involved.

- 1349 a. Confidentiality: To maintain confidentiality, the affected parties must be verified relevant by the Secretary
 1350 prior to officially communicating the ethic petition notification. Affected parties may include: the petitioner,
 1351 any named persons petitioned against, and the commissioner of the verified parties' last known local member
 1352 association.
 1353 b. Notification will be sent to the last known contact information on file in the IPS database.
 1354 c. If there is no contact information for those petitioned against in the IPS database, the Secretary will
 1355 inform the petitioner that they must provide updated association and/or contact information for those
 1356 petitioned against within 5 business days. If the petitioner fails to do so, anyone unable to be contacted will be
 1357 stricken from the petition. If this action results in no one remaining on the petition, the petition will be
 1358 dismissed and included in the report of screened out petitions presented to the Council by the Ethics Chair
 1359 d. Any petition accepted in Section 60.12 will be forwarded by the Ethics Committee to the IPS Secretary for
 1360 communication to affected parties per the following guidelines:
 1361 e. Notification will be sent via email, which will include the petition and a request for written response
 1362 confirming receipt of the notification from all affected parties.
 1363 f. Notifications will be sent at least 45 calendar days prior to the start of the next upcoming Council Meeting
 1364 (which is when the hearing must be held) and will indicate the estimated time, date, and place of the hearing.
 1365 g. Notification will include reference to Section 60 of the governing manual and state that those petitioned
 1366 against will have the opportunity to provide additional perspective at the hearing, in writing or in person;
 1367 however, not virtually as the Ethics hearings are closed session.
 1368

1369 **60.22 Deliberation:**

- 1370 a. Participants - All those petitioned against in an accepted ethics petition must be given an opportunity to
 1371 provide additional details before the Council in closed session to protect the privacy and integrity of the
 1372 affected parties. Exceptions to the closed session attendance rule include:
 1373 1. Ethics Chair
 1374 2. Parliamentarian
 1375 3. Ethics Committee Members
 1376 4. Affected parties or their appointed proxy by written request to the Ethics Chair

- 1377 5. Approved witnesses by written request of the petitioner or affected party to the Ethics Chair
 1378 b. The hearing will proceed as follows:
 1379 1. Opening remarks by the Ethics Chair (or delegate) regarding the nature of the petition, the
 1380 process that will be following, and introduction of affected parties (or proxies) and witnesses
 1381 2. Presentation of evidence (including witness testimony) presented by the petitioner or their proxy
 1382 (Recommended <15 minutes)
 1383 3. Presentation of additional evidence (including witness testimony) by each/all of those petitioned
 1384 against or their proxy (Recommended <15 minutes)
 1385 4. Clarifying questions / comments raised by Council Members
 1386 5. Closing remarks and suggested remedy by petitioner(s) or proxy (Recommended <5 minutes)
 1387 6. Closing remarks by those petitioned against or proxy (Recommended <5 minutes)
 1388 7. Closing remarks / next steps by the Ethics Chair (or delegate)
 1389 c. In the event of any unforeseen procedural circumstances not outlined in Section 60, The Ethics chair in
 1390 conjunction with the Parliamentarian will decide how to address and proceed, unless that decision would be a
 1391 conflict of interest for any reason, in which case the recusal chain outlined in 60.13 will be in effect. If
 1392 procedural deviations occur, they will be documented by the Ethics Chair then reviewed by the Ethics
 1393 Committee to determine if they are significant enough to warrant an update to Section 60, and if so, updated
 1394 prior to the next Council Meeting.
 1395

1396 **60.23 Rulings:** After hearing all the evidence and being afforded an opportunity to deliberate and ask questions
 1397 of affected parties and witnesses, the Council will dismiss the affected parties and witnesses from the closed
 1398 session. An opportunity for further deliberation will occur, then the Council will vote first ONLY on whether an
 1399 ethics infraction occurred, NOT disciplinary action. If multiple parties are included in a petition, each party must be
 1400 individually voted upon. A majority is required.
 1401

1402 **60.24 Disciplinary Actions:** For any/all ethics petitions that resulted in passing vote in Section 60.23, the Council
 1403 must deliberate then vote on appropriate disciplinary action, if any. The council must begin with the petitioner's
 1404 suggested remedy but may amend it under Robert's Rules of Order. A 60% majority is required to enact the
 1405 disciplinary action. Some examples of disciplinary actions include:

- 1406 a. A period of probation for and/or a written warning to any individual or group determined to be involved,
 1407 which may include the next GSWS and/or NAGAAA Cup
 1408 b. Suspension of any individual or group determined to be involved from one or more subsequent GSWS
 1409 and/or NAGAAA Cup events
 1410 c. Suspension of the local association's voting privileges for a period of time
 1411 d. Suspension of the local association from a division or the entirety of one or more subsequent GSWS or
 1412 NAGAAA Cup events.
 1413 e. Permanent expulsion of an individual, group, or association from IPS
 1414 f. Monetary fines
 1415

1416 **60.25 Final Notification:** The Secretary will record any disciplinary action determined during closed session and
 1417 notify the affected parties of the Council's decision / disciplinary actions by email within 14 calendar days. Any
 1418 rulings and disciplinary actions are final and effective immediately.
 1419

1420 SECTION 3 – MISCELLANEOUS DISCRETIONARY PENALTIES

1421
 1422 **60.31 Discretionary penalties for protests occurring at GSWS and NAGAAA Cup:** Details of any protest(s) that
 1423 occur at any GSWS or NAGAAA Cup event according to Section 50 will be forwarded to the Ethics Committee by
 1424 the Director of Competition (or delegate) for inclusion as part of the Ethics Report to the Council by the Ethics
 1425 Chair at the next Council Meeting. The Ethics Chair will offer the opportunity for any Council Member to motion for
 1426 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

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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.

1452 **70.05 Schedule:** The dues, fee, and fine schedule of this organization is:
1453

KEY: The Index column matches the dues, fee, or fine to the corresponding deadline in the deadline schedule. The Reference column indicates the Governing Manual reference.				
DUES SCHEDULE				
INDEX	ISSUE AREA	REFERENCE	APPLICATION	AMOUNT
A	Membership Expectation	1.04(b)	Member Dues	\$350
FEE SCHEDULE				
	ISSUE AREA	REFERENCE	APPLICATION	AMOUNT
I	GSWS	30.11	Host City Bid Fee	\$2500
--	NAGAAA Cup	-----	Host City Bid Fee	\$1500
S	GSWS	30.21(a)	Fee for appeal of pool play forfeit disqualification	\$50
J	GSWS	30.40	GSWS Team fee	\$600/team
J	GSWS	70.03	GSWS Participant Fee	\$40 per person
L	GSWS	30.41	GSWS Host Hotel Deposit	\$500/per team
N	NAGAAA Cup	40.10	NAGAAA Cup Team Fee	\$500/team
N	NAGAAA Cup	70.05	NAGAAA Cup Participant Fee	\$25 per person
T	Protests	50.14(b)	Pool Play Protest Fee	\$20/question
T	Protests	50.14l	Double Elimination Protest Fee	\$40/question
T	Protests	50.14(a)	Non-Rating Protest Fee	\$50
FINE SCHEDULE				
	ISSUE AREA	REFERENCE	APPLICATION	AMOUNT
A	Membership Expectations	1.04(b)	Failure to pay dues	\$100
B	Membership Expectations	1.04(b)	Failure to update member association information	\$100
B	Membership Expectations	1.04(b)	Failure to send a delegate to Winter/Summer Meetings	\$100
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 (8/16/2025 – 9/1/2025)	\$100
M	NAGAAA Cup Roster	70.05	Fine for NAGAAA Cup player changes after due date	\$100 per occurrence
M	NAGAAA Cup	40.10	Fine for late payment NAGAAA 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 (9/2/2025 – NOON CDT 9/15/2025)	\$100 per player per occurrence
Q	GSWS Rosters	20.11 and 20.12	Fine for GSWS Administrative Changes in pool play period. (12:01pm CDT 9/15/2025 – Friday Prior to Summer Meetings)	\$100 per player
Q	GSWS Rosters	20.11, 20.12, and 20.20	Fine for GSWS Player Changes in pool play period. (12:01pm CDT 9/15/2025 – 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 non-LGBT rule	\$100
T	GSWS Rosters	20.11 and 20.12	Fine for an association official assisting a team in violating the non-LGBT 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	\$100
T	Protests	50.31	Fine for protests upheld on non-ratings issues	\$500
T	Protests	50.32	Fine for protest(s) upheld on a single question	\$100/question
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	\$500
T	Protests	50.36	Fine for one (1) team with three (3) or more protests upheld in the duration of a single event	\$500

--	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 non-LGBT 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 non-LGBT 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.				
DEADLINE TABLE				
<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	8/15/2025
F	Regular Season Rosters	20.10	Period for late submission of or revision to Regular Season rosters; fine incurred	8/16/2025
				--TO--
				9/1/2025 11:59pm PDT
G	Regular Season Rosters	20.10	Final Deadline for Regular Season rosters – No changes (including ratings) or submissions following this deadline.	9/2/2025 12:00am PDT
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 CDT (2028 GSWS Bid for 2026 Winter Meetings)
J	GSWS	30.60	GSWS Team Fee Deadline	8/15/2025
K	GSWS	30.60	GSWS Team Berth Reservations Deadline	8/15/2025
L	GSWS	30.61	GSWS Host Hotel Deposit Deadline	8/15/2025
M	GSWS	20.20	Deadline for proper GSWS Tournament Team Rosters	9/1/2025
N	GSWS	--	Deadline for submission of USA Softball (ASA) cards (1 per team)	9/1/2025
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.	9/2/2025
				--TO--
				9/15/2025 12:00pm CDT
P	GSWS	20.11, 20.12, and 20.20	Period for revision to GSWS Tournament Rosters; fine incurred	9/15/2025 12:01pm CDT ---TO---
				11:59PM CDT on Friday before Summer Meeting
Q	GSWS	20.11, 20.12, and 20.20	Deadline for final GSWS Tournament rosters	11:59PM CDT on Friday before Summer Meeting
R	GSWS	20.11 and 20.12	Deadline to cancel GSWS Team berth reservation (with refund)	9/1/2025
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 st 12:01am CDT
W	Hall of Fame	100.04	Hall of Fame Nomination period closes	January 31 st
X	Hall of Fame	100.05	Hall of Fame Nominations and ballots delivered to members	February 16 th
Y	Hall of Fame	100.05	Hall of Fame Ballots due	March 17 th 12:01am CDT
Z	Hall of Fame	100.05	Hall of Fame Ballots delivered to Veterans Committee	March 21 st
AA	Hall of Fame	100.06	Hall of Fame Chair notifies nominators of results of election	April 1 st
AB	Hall of Fame	100.08	Deadline for Hall of Fame Booster Club donations for program inclusion	August 1 st

AC	Board of Directors	4.01	Deadline for Board of Directors revision of deadlines	Month end following Spring/Fall Working sessions
AD	NAGAAA Cup	40.10	Deadline for Intent to Bid for NAGAAA Cup 2027	Start of Winter Meetings 2025
AE	NAGAAA Cup	40.11	Deadline to pay team fee for NAGAAA Cup	3/24/2025 11:59pm Pacific Time
AF	NAGAAA Cup	40.11	Deadline to submit rosters for NAGAAA Cup; no changes allowed following this deadline	4/7/2025 11:59pm Pacific Time
AG	NAGAAA Cup	40.11	Period of late submission of adding or dropping of players to NAGAAA Cup rosters.	4/8/2025 – 4/14/2025 11:59pm Pacific Time
AH	NAGAAA Cup	40.11	Deadline for final NAGAAA Cup rosters.	4/18/2025
AI	NAGAAA Cup	--	Deadline for NAGAAA Cup Participant Registration	11:59PM CDT on Friday before NAGAAA Cup
AJ	GSWS	30.31	Deadline for GSWS Participant Registration	11:59PM CDT on Friday before GSWS

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 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.

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

80.05 Commissions Due to Member Associations: iPride Softball shall credit to member associations two and one-half percent (2.5%) of any corporate sponsor lead that member association provides to iPride Softball that materializes in a new corporate sponsorship. This two and one-half percent (2.5%) shall be an annual commission for as long as that corporate sponsor remains a corporate sponsor. The two and one-half percent (2.5%) shall be

1483 on sponsorship funds allocated to iPride Softball and not on sponsorships earmarked for distribution to member
1484 associations.

1485 CHAPTER 81 – MASTER COMPENSATION SCHEDULE

1487
1488 **81.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
1489 any board meeting.

1490
1491 **81.02 Salaries and Benefits:** No person shall be considered an employee eligible for full-time or part-time
1492 employment in this organization unless authorized in this chapter.

1493
1494 **81.03 Numbers of Persons:** Unless specifically stated in the bylaws or policies of this organization, the Board of
1495 Directors shall determine the number of persons appointed to specific roles as needed.

1496
1497 **81.04 Meeting per diems:** A \$50 per day per diem shall be paid to the Board of Directors, Committee Chairs,
1498 and Parliamentarian for the duration of any regular and/or special meeting of the Council. The Umpire-in-Chief is
1499 granted a \$300 per diem for the duration of the summer meetings to prepare for the GSWS.

1500
1501 **81.05 Tournament per diems:** A \$50 per day per diem shall be paid to the Board of Directors, Athletic Director,
1502 Assistant Athletic Director(s), Protest Chair and Assistant Protest Chair(s) for every day present and working during
1503 the duration of the GSWS and NAGAAA Cup. A \$350 per day per diem shall be paid to the Umpire-in-Chief for the
1504 duration of the GSWS and NAGAAA Cup. A \$175 per day per diem shall be paid to the Assistant Umpire(s)-in-Chief
1505 for the duration of the GSWS and NAGAAA Cup.

1506
1507 **81.06 Umpires:** Umpires for the GSWS and NAGAAA Cup shall be paid \$35 for each game officiated. The Board
1508 of Directors may provide merit bonuses not to exceed \$500 to the Umpire-in-Chief and Assistant Umpire-in-
1509 Chief(s) as they see fit.

1510
1511 **81.07 Expenses:** The Board of Directors shall determine and pay the reasonable and necessary expenses for the
1512 compensated volunteers of this organization which shall include, but are not limited to, travel expenses, car rental,
1513 hotel and lodging.

1514 CHAPTER 85 – CONFLICT OF INTEREST POLICY

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1517 **85.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
1518 meeting.

1519
1520 **85.02 Purpose:** The purpose of this conflict of interest policy is to protect this tax-exempt organization's
1521 (International Pride Softball) interest when it is contemplating entering into a transaction or arrangement that
1522 might benefit the private interest of an officer or director of the Organization or might result in a possible excess
1523 benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws
1524 governing conflict of interest applicable to nonprofit and charitable organizations.

1525
1526 **85.03 Definitions:** The following definitions apply to this chapter:

- 1527 a. Interested Person – Any director, principal officer, or member of a committee with governing board
1528 delegated powers, who has a direct or indirect financial interest, as defined below, is an interested
1529 person.
- 1530 b. Financial Interest – A person has a financial interest if the person has, directly or indirectly, through
1531 business, investment, or family: (a) An ownership or investment interest in any entity with which the
1532 Organization has a transaction or arrangement, (b) A compensation arrangement with the Organization or
1533 with any entity or individual with which the Organization has a transaction or arrangement, or (c) A
1534 potential ownership or investment interest in, or compensation arrangement with, any entity or
1535 individual with which the Organization is negotiating a transaction or arrangement. Compensation

1536 includes direct and indirect remuneration as well as gifts or favors that are not insubstantial. A financial
1537 interest is not necessarily a conflict of interest. Under this chapter, a person who has a financial interest
1538 may have a conflict of interest only if the appropriate governing board or committee decides that a
1539 conflict of interest exists.

1540
1541 **85.04 Annual Statements:** Each director, principal officer and member of a committee with governing board
1542 delegated powers shall, prior to each meeting, sign a statement which affirms such person:

- 1543 a. Has received a copy of the conflicts of interest policy,
- 1544 b. Has read and understands the policy,
- 1545 c. Has agreed to comply with the policy, and
- 1546 d. Understands the Organization is charitable and in order to maintain its federal tax exemption it must
1547 engage primarily in activities which accomplish one (1) or more of its tax-exempt purposes.

1548
1549 **85.05 Compensation:** A voting member of the governing board who receives compensation, directly or
1550 indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's
1551 compensation. A voting member of any committee whose jurisdiction includes compensation matters and who
1552 receives compensation, directly or indirectly, from the Organization for services is precluded from voting on
1553 matters pertaining to that member's compensation. No voting member of the governing board or any committee
1554 whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the
1555 Organization, either individually or collectively, is prohibited from providing information to any committee
1556 regarding compensation.

1557 SECTION 1 – PROCEDURES

1558
1559
1560 **85.10 Procedures:** This organization shall follow the procedures listed in this section to determine if a conflict
1561 exists.

1562
1563 **85.11 Duty to Disclose:** In connection with any actual or possible conflict of interest, an interested person must
1564 disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the
1565 directors and members of committees with governing board delegated powers considering the proposed
1566 transaction or arrangement.

1567
1568 **85.12 Determining Whether a Conflict of Interest Exists:** After disclosure of the financial interest and all
1569 material facts, and after any discussion with the interested person, he/she shall leave the governing board or
1570 committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining
1571 board or committee members shall decide if a conflict of interest exists.

1572
1573 **85.13 Procedures for Addressing the Conflict of Interest:** An interested person may make a presentation at the
1574 governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the
1575 discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest. The
1576 chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or
1577 committee to investigate alternatives to the proposed transaction or arrangement. After exercising due diligence,
1578 the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a
1579 more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of
1580 interest. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not
1581 producing a conflict of interest, the governing board or committee shall determine by a majority vote of the
1582 disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own
1583 benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its
1584 decision as to whether to enter into the transaction or arrangement.

1585
1586 **85.14 Violations of the Conflicts of Interest Policy:** If the governing board or committee has reasonable cause
1587 to believe a member has failed to disclose actual or possible conflicts of interest it shall inform the member of the
1588 basis for such belief and afford the member an opportunity to explain the alleged failure to disclose. If, after

1589 hearing the member's response and after making further investigation as warranted by the circumstances, the
 1590 governing board or committee determines the member has failed to disclose an actual or possible conflict of
 1591 interest, it shall take appropriate disciplinary and corrective action.
 1592

1593 **85.15 Records of Proceedings:** The minutes of the governing board and all committees with board delegated
 1594 powers shall contain: (a) the names of the persons who disclosed or otherwise were found to have a financial
 1595 interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action
 1596 taken to determine whether a conflict of interest was present, and the governing boards or committee's decision
 1597 as to whether a conflict of interest in fact existed.; and (b) the names of the persons who were present for
 1598 discussions and votes relating to the transaction or arrangement, the content of the discussion, including any
 1599 alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the
 1600 proceedings.
 1601
 1602

1603 SECTION 2 – PERIODIC REVIEWS

1604
 1605 **85.20 Periodic Reviews:** To ensure the Organization operates in a manner consistent with charitable purposes
 1606 and does not engage in activities that could jeopardize its tax- exempt status, periodic reviews shall be conducted.
 1607 The periodic reviews shall, at a minimum, include the following subjects:

- 1608 a. Whether compensation arrangements and benefits are reasonable, based on competent survey
 1609 information, and the result of arm's length bargaining.
 1610 b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the
 1611 Organization's written policies, are properly recorded, reflect reasonable investment or payments for
 1612 goods and services, further charitable purposes and do not result in inurement, impermissible private
 1613 benefit or in an excess benefit transaction.
 1614

1615 **85.21 Use of Outside Experts:** When conducting the periodic reviews as provided for in this chapter,
 1616 International Pride Softball may, but need not, use outside advisors. If outside experts are used, their use shall not
 1617 relieve the governing board of its responsibility for ensuring periodic reviews are conducted.
 1618

1619 CHAPTER 90 – DRAFTING AND REVISION MANUAL

1620
 1621 **90.01 Jurisdiction:** This chapter shall be the jurisdiction of the Governance Committee and amended by majority
 1622 at any committee meeting.
 1623

1624 SECTION 1 – FORM AND STYLE OF GOVERNING DOCUMENTS

1625
 1626 **90.10 General Form:** This organization utilizes a consolidated governance manual which shall include the
 1627 Articles of Incorporation, Bylaws, and subordinate policies. All distinct policy measures shall be located within
 1628 chapters of this manual.
 1629

1630 **90.11 Structure of Manual:** The manual shall be divided into four (4) volumes, each with individual chapters
 1631 which may contain individual sections and/or sub-sections. Volumes shall be denoted by Roman numeral. Chapters
 1632 and sections shall be denoted by Arabic numeral. Each chapter shall have sub-sections denoted by Arabic numeral
 1633 with at least two (2), but no more than three (3), decimal places listed and may or may not have sections listed. No
 1634 subsection shall be placed in a section if the first number to the right of the decimal point is a zero. Each sub-
 1635 section placed within a section shall have the first number to the right of the decimal point correspond to the
 1636 number of the section. Any delineation of a sub-section is limited to one (1) order which shall be indicated with a
 1637 small-case letter of the Latin alphabet. Notwithstanding this section, the Articles of Incorporation shall be
 1638 presented as filed with the State of Wisconsin. The entire governance manual shall contain line numbers, running
 1639 in continuous fashion for ease of reference.
 1640

1641 **90.12 Headlines without Authority:** The table of contents of the governance manual and/or headlines of
1642 chapters, sections, and/or sub-sections are without authority and listed for reference purposes only. The
1643 Governance Committee shall alter the table and/or headlines to best reflect the contents as it sees fit.
1644

1645 **90.13 Pronoun Usage:** In all cases in this organization, the use of any pronoun shall apply to any gender identity.
1646

1647 **90.14 Standard Usage of Common terms:** The following terms shall be applied in the following manner:

- 1648 a. Organization – International Pride Softball
 - 1649 b. Member Association – an individual member league who is recognized as a member of the organization.
1650 Delegate or council member, not including a member of the board, may be used in place of member
1651 association.
 - 1652 c. Board – the iPride Softball Board of Directors
- 1653

1654 **SECTION 2 – AMENDMENTS**

1655

1656 **90.20 Amendments:** The Governance Committee shall prepare a standard form for council and committee use
1657 for amendments to the governance manual. Amendments shall be reviewed by the committee and/or
1658 parliamentarian who shall concur that the amendment conforms to the form and style of the governing manual. A
1659 non-concurrence by the committee and/or parliamentarian shall not prevent action on the amendment but shall
1660 be relayed to the Council and/or committee of jurisdiction.
1661

1662 **90.21 Revisions:** Upon adoption, the committee shall prepare the adopted revisions to the manual for
1663 publication.
1664

1665 **90.22 Notice of Revisions:** The Secretary shall provide notice to the members whenever revisions are authorized
1666 by the body of jurisdiction and published by the Secretary.
1667

1668 **90.23 Annotations of Changes:** The committee, in conjunction with the Secretary, shall compile and record a
1669 cross-reference log of amendments adopted to the governance manual and the minutes of the action.

1697 must have been active in NAGAAA for at least ten (10) years to be nominated. The chairperson of the Hall of Fame
 1698 shall communicate to the living members of the Hall of Fame all deadlines for nominations and issue appropriate
 1699 reminder as they see fit.

1700

1701 **100.05 Election of Members:** By the date listed in this chapter, the Hall of Fame Chair shall send all legal
 1702 nominations to the members of the Hall of Fame with a ballot for each nomination. The Chair shall work in
 1703 conjunction with the Webmaster to make ballot access feasible for the members of the Hall of Fame. Each living
 1704 Hall of Fame member shall vote "Yes" or "No" indicating whether or not to permit membership for the nominee.
 1705 The ballots shall be returned by the date listed in this chapter. The Hall of Fame Chair and Board Liaison shall
 1706 individually review, tally, and audit the ballots to determine the number of votes each nominee received and if
 1707 election was achieved.

1708 a. At the close of the balloting process described in this section, the Chair shall appoint the Veterans
 1709 Committee, consisting of twelve (12) living Hall of Fame members. The Chair shall forward all nominations
 1710 (with biographical information) which received at least fifty percent (50%) of the votes of the living
 1711 members but were not elected to the Hall of Fame to these committee members.

1712 b. Notwithstanding this section, the Veterans committee, shall be granted seven (7) days to review the
 1713 nominations and each member shall cast a ballot of "Yes" or "No" for each nomination. The Veterans
 1714 committee shall elect, by a two-thirds (2/3) vote of their number voting, any number of persons to the
 1715 Hall of Fame deserving of the recognition consistent with the purposes of this program and regardless of
 1716 nomination or election by the balance of the existing Hall of Fame members. The Chair and Board Liaison
 1717 shall audit the results of the Veterans Committee.

1718

1719 **100.06 Results of Election:** No later than June 15, and beginning in 2020 and thereafter, no later than March 1,
 1720 the Hall of Fame Chair shall notify each nominator of an elected nominee of the results of the balloting who shall
 1721 be provided one (1) week to communicate to the nominees the results of the election. Following this notice, the
 1722 Hall of Fame Chair shall draft a communication to the Hall of Fame and Board of Directors the identities of the
 1723 newly elected members of the Hall of Fame. The Chair shall report the results to the members of the Hall of Fame.
 1724 The Secretary shall report this information to the NAGAAA Council, member associations, and the general public.

1725

1726 **100.07 Hall of Fame Induction:** Newly elected members of the Hall of Fame shall be inducted at a dinner held in
 1727 conjunction with the annual Gay Softball World Series (GSWS). Inductees shall receive one (1) complimentary
 1728 ticket to the event. The Induction Dinner shall be a NAGAAA sanctioned event and subject to all policies and
 1729 procedures of this organization.

1730 a. At the winter meeting in the year of the GSWS, the Host City shall provide to the chair a list of available
 1731 venue options for the Hall of Fame dinner. Within sixty (60) days of the adjournment of the Winter
 1732 Meeting, the Hall of Fame chair shall have selected a venue, prepared a draft contract for review by the
 1733 Operations Director and execution by the Commissioner, and communicated said to the Host City and
 1734 Board of Directors. The venue and conduct of the dinner shall conform to guidelines created and
 1735 maintained by the Chair.

1736 b. The Chair shall be responsible for creating the program of the Induction dinner, designing and procuring
 1737 the new inductee shirts, and general logistics and operations of the induction.

1738

1739 **100.08 Suspension of Rights and Privileges:** Any member of the Hall of Fame not in good standing as a member
 1740 of NAGAAA shall be suspended of all rights and privileges as a member of the Hall of Fame, including participation
 1741 in any NAGAAA sanctioned event until compliance is achieved and good-standing restored in the determination of
 1742 the Hall of Fame chair and NAGAAA Treasurer.

1743 a. Not in good standing shall be liberally construed and interpreted to indicate any member who is deemed
 1744 ineligible by this organization to participate in any NAGAAA sanctioned event for any variety of reasons.

1745

1746 **100.09 Deadlines:** The deadlines established for the Hall of Fame shall be incorporated into the Master Deadline
 1747 schedule of this organization.

CHAPTER 101 – NAGAAA ARCHIVES

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1800

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

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

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

CHAPTER 110 – JOB DESCRIPTIONS OF THE BOARD OF DIRECTORS

(NOTE: These chapters contain some revisions to Board of Directors job descriptions following changes to the Board structure approved by the Council. The Board will complete the revisions in the spring and summer of 2019 and provide a further revision.)

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

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

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

SECTION 1 – GENERAL BOARD MEMBER JOB DESCRIPTION

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

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

110.11 General Duties of All Board Members: Every member of the Board of Directors has the following duties:

- a. Attends all board meetings, including working sessions, and votes as a member in good standing.
- b. Serves on at least one committee and attends 80% of committee meetings.
- c. Builds collegial working relationship that contributes to consensus.
- d. Contributes financially as able to iPride Softball.
- e. Attends all Council meetings, the GSWS, and NAGAAA Cup.
- f. Makes serious commitment to participate actively in Board and committee work.

- 1801 g. Volunteers for and willingly accepts assignments and completes them thoroughly and on time.
 1802 h. Stays informed about Board policies and committee matters, prepares themselves well for meetings, and
 1803 reviews and comments on minutes and reports.
 1804

1805 **110.12 General Time and Financial Commitment of Board Members:** Every member of the Board of Directors
 1806 will have varying amounts of time required for their specific office. Each Board member should expect and be
 1807 prepared to dedicate at least 500 hours over a calendar year to the work of the organization with a rapidly
 1808 changing schedule. Financial support of the organization is encouraged. Membership on the Board is a serious role
 1809 and will require significant time away from family, work, and local community.
 1810

1811 **110.13 Benefits of Board Members:** Service on the Board of Directors is a rewarding opportunity to lead a
 1812 significant and relevant organization to the lives of LGBT athletes. It is a privilege and honor to be a leader of this
 1813 organization and be leaders building the foundation of future success of this organization.
 1814

1815 SECTION 2 – COMMISSIONER

1816
 1817 **110.20 Officer Title:** Commissioner
 1818

1819 **110.21 Responsibilities:** The Commissioner is responsible and accountable for the following objectives, tasks,
 1820 roles, and duties:

- 1821 a. Vision and Mission: The Commissioner shall communicate the mission and vision of this organization,
 1822 coordinate and lead the strategic thinking towards the establishment of long and short-term goals, lead
 1823 the board in developing a mission driven culture, and work to create a culture of mutual respect and
 1824 inclusiveness.
 1825 b. Leadership Development: The Commissioner shall recruit and develop leaders to serve on committees
 1826 of this organization, ensure the participation of elected and appointed leaders of this organization.
 1827 c. Management: The Commissioner shall ensure adherence to legal standards and ethical norms and be
 1828 responsible for the management of this organization, including responsibility for compliance with the
 1829 governing documents and internal policies of this organization.
 1830 d. External Relations: The Commissioner shall be responsible for the external relations of this organization
 1831 and act as the ambassador for the organization.
 1832

1833 **110.22 Duties:** In fulfilling the responsibilities of office, the Commissioner shall perform the following duties:

- 1834 a. Preside over meetings of the council, board, host cities and committee chairs.
 1835 b. Oversee the general operations of the iPride Softball Board and the organization.
 1836 c. Set meeting dates and prepare agendas.
 1837 d. Review agendas and supporting materials prior to meetings.
 1838 e. Attend all board meetings and other meetings necessary for the operation of the organization.
 1839 f. Appoint the Parliamentarian at each Council meeting.
 1840 g. Negotiate and execute all contracts for this organization.
 1841 h. Coordinate and partner with the Treasurer to create a proposed annual budget.
 1842 i. Serve as co-signer of iPride Softball checking account.
 1843 j. Maintain an acute working knowledge of the issues pertaining to iPride Softball.
 1844 k. Provide leadership support and advice to the officers and leaders of this organization.
 1845 l. Manage communications and documents for Membership Applications, Proof of Voting Rights, and GSWS
 1846 bid intents.
 1847 m. Attend GSWS.
 1848 n. Other duties as prescribed by the governing documents of this organization.
 1849 o. Other duties as determined by the Board of Directors.
 1850

1851 **110.23 Knowledge, Skills, and Abilities:** The Commissioner should demonstrate understanding and
 1852 competence in the following knowledge, skills, and abilities:

- 1853 a. Professional experience with leadership training.

- 1854 b. Diplomatic Skills.
- 1855 c. A natural affinity for cultivating relationships.
- 1856 d. Public Speaking.
- 1857 e. Passion for improving lives.
- 1858 f. Commitment to the mission and vision of the organization.

1859

1860 **110.24 Time and Financial Commitment:** The Commissioner should be prepared to dedicate significant
 1861 amounts of time to the leadership of and planning for this organization, including significant time apart from
 1862 family, relationships, and work. The Commissioner must have the ability to travel. Attendance at and work for
 1863 this organization will consume roughly 2,500 – 3,000 hours per calendar year.

1864

1865 **110.25 Benefits:** The benefits of this office include travel opportunities across North America, increased
 1866 networking opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,
 1867 interaction and leadership with an international organization, refining and sharpening of management and
 1868 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.

1869

1870 **110.26 Programs:** The Commissioner serves *ex officio* to all iPride Softball Programs.

1871

1872 **110.27 Committees:** The Commissioner serves *ex officio* in all iPride Softball Committees and is the designated
 1873 liaison of the Board to the Hall of Fame and Archives Program committees.

1874

1875 SECTION 3 – DIRECTOR OF COMPETITION

1876

1877 **110.30 Officer Title: Director of Competition**

1878

1879 **110.31 Responsibilities:** The Director of Competition is responsible and accountable for the following
 1880 objectives, tasks, roles, and duties:

- 1881 a. Competition: The iPride Softball ratings, rules of fair play, protests, and other relevant issues of the game.
- 1882 b. Leadership: The Director of Competition is responsible for maintaining a working relationship with the
 1883 Commissioner and other officers and knowledge of the mission and vision of this organization.

1884

1885 **110.32 Duties:** In fulfilling the responsibilities of office, the Director of Competition shall perform the following
 1886 duties:

- 1887 a. Oversee operation of the iPride Softball roster and player database.
- 1888 b. Oversee the iPride Softball rating system.
- 1889 c. Attend all board meetings and other meetings necessary for the operation of the organization.
- 1890 d. Maintain an acute working knowledge of the issues pertaining to iPride Softball.
- 1891 e. Provide leadership support and advice to the officers and leaders of this organization.
- 1892 f. Attend GSWS.
- 1893 g. Other duties as prescribed by the governing documents of this organization.
- 1894 h. Other duties as determined by the Commissioner and/or the Board of Directors.

1895

1896 **110.33 Knowledge, Skills, and Abilities:** The Director of Competition should demonstrate understanding and
 1897 competence in the following knowledge, skills, and abilities:

- 1898 a. Effective communication including facilitating group discussions and oral and written skills.
- 1899 b. Management of people.
- 1900 c. Policy and process development.
- 1901 d. Diplomatic Skills.
- 1902 e. Problem solving ability, including technology awareness for emerging solutions.
- 1903 f. Prioritize competing interests and goals, manage time to ensure successful completion of all work
 1904 assignments and engage constituents to acquire feedback and insights.
- 1905 g. Maintain a thorough understanding of the iPride Softball Rating System, the Protest Process Protocols,
 1906 USA Softball rules, NAGAAA's Delegate Toolkit and online tools.

1907 **110.34 Time and Financial Commitment:** The Director of Competition should be prepared to dedicate significant
 1908 amounts of time to the administration and execution of iPride Softball sanctioned tournaments, including
 1909 significant time apart from family, relationships, and work during those periods. The Director of Competition must
 1910 have the ability to travel. Attendance at and work for this organization will consume roughly 1,500-2,000 hours per
 1911 calendar year.

1912
 1913 **110.35 Benefits:** The benefits of this office include travel opportunities across North America, operating and
 1914 administering the largest LGBT single sport week-long event in the world, increased networking opportunities with
 1915 other athletic organizations, commercial enterprises, and non-profit organizations, interaction and leadership with
 1916 an international organization, refining and sharpening of management and organizational skills, and development
 1917 of life-long and rewarding relationships with LGBT leaders and athletes.

1918
 1919 **110.36 Programs:** The Director of Competition is not assigned to any program but assists as requested and
 1920 able.

1921
 1922 **110.37 Committees:** The Director of Competition is the designated liaison of the Board to the Competition
 1923 committee.

1924 **SECTION 4 – SECRETARY**

1925
 1926
 1927 **110.40 Officer Title:** Secretary

1928
 1929 **110.41 Responsibilities:** The Secretary is responsible and accountable for the following objectives, tasks, roles,
 1930 and duties:

- 1931 a. **Governing Documents:** The Secretary shall maintain, update, and record all governing documents and
 1932 official actions of this organization, including the minutes and action of the Council and Board of
 1933 Directors.
- 1934 b. **Communication:** The Secretary shall maintain and execute all official internal communications to the
 1935 member associations, council, committee chairs, and other relevant parties.
- 1936 c. **Marketing/Brand:** The Secretary shall ensure the organization’s website and social media are updated and
 1937 maintained.

1938
 1939 **110.42 Duties:** In fulfilling the responsibilities of office, the Secretary shall perform the following duties:

- 1940 a. Maintain and utilize an email system for all levels of administration.
- 1941 b. Record and develop minutes from council meetings.
- 1942 c. Update and manage Governing Manual.
- 1943 d. Collect member association information that is beneficial to the Board of Directors including: Officer
 1944 Positions, tournament information, Voting Representative declaration, USA Softball membership of
 1945 teams.
- 1946 e. Coordinate order of Board shirts with iPride Softball Apparel Vendor.
- 1947 f. Facilitate Host Hotel blocks for all meetings under the direction of the Commissioner.
- 1948 g. Communicate and interact with voting representatives and member associations.
- 1949 h. Distribute constituent emails received from iPride Softball website to appropriate officer for response.
- 1950 i. Facilitate any necessary filings of administrative changes for iPride Softball that occur.
- 1951 j. Manage iPride Softball social media outlets.
- 1952 k. Manage Survey Monkey account.
- 1953 l. Collect USA Softball proof for teams participating in GSWS and NAGAAA Cup.
- 1954 m. Produce necessary documents for meetings.
- 1955 n. Maintain a history of iPride Softball documentation through Google Drive.
- 1956 o. Participate in Board Conference Calls and Council Meetings.
- 1957 p. Assist w/preparation for Council Meetings.
- 1958 q. Develop and implement a marketing plan for expanding awareness and elevating the iPride Softball brand
 1959 to all audiences internal and external.

- 1960 r. Prepare and distribute press releases and marketing communications that promote iPride Softball's brand
 1961 and our events.
 1962 s. Oversee all iPride Softball social media (Facebook, Twitter, Instagram, etc.).
 1963 t. Update and maintain the iPride Softball website.
 1964 u. Provide support to Board members as requested.
 1965 v. Attend GSWS.
 1966 w. Assist w/GSWS (as assigned by Athletic Director).
 1967 x. Other duties as prescribed by the governing documents of this organization.
 1968 y. Other duties as determined by the Commissioner and/or the Board of Directors.
 1969

1970 **110.43 Knowledge, Skills, and Abilities:** The Secretary should demonstrate understanding and competence in
 1971 the following knowledge, skills, and abilities:

- 1972 a. Good communications skills.
 1973 b. Able to speak in front of large groups.
 1974 c. Good organizational skills.
 1975 d. Basic computer knowledge.
 1976 e. Advanced knowledge of Email, Google Drive, and Microsoft Office.
 1977 f. Ability to travel.
 1978

1979 **110.44 Time and Financial Commitment:** The Secretary should be prepared to dedicate significant amounts of
 1980 time to the administration and execution of the duties of the office, including significant time apart from family,
 1981 relationships, and work. The Secretary must have the ability to travel. Attendance at and work for this organization
 1982 will consume roughly 800-1,000 hours per calendar year.
 1983

1984 **110.45 Benefits:** The benefits of this office include travel opportunities across North America, interaction and
 1985 leadership with an international organization and its members, refining and sharpening of management and
 1986 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.
 1987

1988 **110.46 Programs:** The Secretary is not assigned to any program but assists as requested and able.
 1989

1990 **110.47 Committees:** The Secretary is the designated liaison of the Board to the Marketing Communications and
 1991 Governance committees.
 1992

1993 SECTION 5 – TREASURER

1994 **110.50 Officer Title:** Treasurer
 1995

1996 **110.51 Responsibilities:** The Treasurer is responsible and accountable for the following objectives, tasks, roles,
 1997 and duties:
 1998

- 1999 a. Account and Investment management
 2000 b. Financial transaction oversight
 2001 c. Budget development and compliance
 2002 d. Financial Policies development and compliance
 2003 e. Reporting of fiscal status
 2004

2005 **110.52 Duties:** In fulfilling the responsibilities of office, the Treasurer shall perform the following duties:

- 2006 a. Selection and designation of financial institutions
 2007 b. Creating and serving as legal signatory on checks
 2008 c. Managing investments of excess and reserve funds
 2009 d. Ensure the organizations financial activities are in compliance with G.A.A.P. (Generally Accepted
 2010 Accounting Principles) and IRS code pertaining to 501c3 status of the organization
 2011 e. Be knowledgeable about who has access to the organization's funds
 2012 f. Be knowledgeable of any outstanding bills or debts owed

- 2013 g. Develop systems for keeping cash flow manageable
- 2014 h. Develop the annual budget as well as comparing the actual revenues and expenses incurred against the budget.
- 2015
- 2016 i. Overseeing the development of and compliance with the organization's financial policies.
- 2017 j. Report regularly to the Board of key financial events, trends, concerns, and assessment of fiscal health
- 2018 k. Complete required financial reporting forms in a timely fashion and report said to the board
- 2019 l. Provide support to Board members as requested.
- 2020 m. Attend GSWS.
- 2021 n. Assist w/GSWS (as assigned by Athletic Director).
- 2022 o. Other duties as prescribed by the governing documents of this organization.
- 2023 p. Other duties as determined by the Commissioner and/or the Board of Directors.
- 2024

2025 **110.53 Knowledge, Skills, and Abilities:** The Treasurer should demonstrate understanding and competence in the following knowledge, skills, and abilities:

- 2026
- 2027 a. Financial literacy
- 2028 b. General accounting knowledge
- 2029 c. Attention to detail
- 2030 d. Timeliness in completing tasks
- 2031 e. Neat and accurate record keeping
- 2032 f. Willingness to ask questions
- 2033 g. Trustworthiness
- 2034

2035 **110.54 Time and Financial Commitment:** The Treasurer should be prepared to dedicate significant amounts of time to the administration and execution of the duties of the office, including significant time apart from family, relationships, and work. The Treasurer must have the ability to travel. Attendance at and work for this organization will consume roughly 2,000-2,500 hours per calendar year.

2039

2040 **110.55 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 LGBT leaders and athletes.

2043

2044 **110.56 Programs:** The Treasurer is not assigned to any program but assists as requested and able.

2045

2046 **110.57 Committees:** The Treasurer is the designated liaison of the Board to the Finance committee.

2047

2048 **SECTION 6 – BUSINESS DEVELOPMENT**

2049

2050 **110.60 Officer Title:** Business Development

2051

2052 **110.61 Responsibilities:** The Business Development Officer is responsible and accountable for the following objectives, tasks, roles, and duties:

- 2053
- 2054 a. Financial/In-Kind Support: The Business Development officer shall build and maintain long-term business relationships with organizations who can, financially or in-kind, affect the bottom line of the organization's annual projected budget and offset expenses through revenue.
- 2055
- 2056
- 2057 b. Marketing/Brand: The Business Development officer shall ensure the organization's brand is elevated, and the organization's presence in the print media is positive and proactive.
- 2058
- 2059

2060 **110.62 Duties:** In fulfilling the responsibilities of office, the Business Development officer shall perform the following duties:

- 2061
- 2062 a. Develop and implement a strategic plan for obtaining one-time sponsorships and long-term partnerships at the iPride Softball level and act as an advisor to the GSWS host committee(s) on all things pertaining to local/GSWS sponsorships.
- 2063
- 2064
- 2065 b. Create a partnership packet that effectively communicates the value that can be gained from being a

- 2066 partner with iPride Softball and levels of partnerships.
- 2067 c. Coordinate requests for proposals (RFP's) for vendors and other third-party service providers when
- 2068 requested.
- 2069 d. Prepare contracts for corporate, in-kind and external vendor relationships.
- 2070 e. Provide oversight for partner brand activation, including materials, signage and advertising, onsite
- 2071 vendor placement and promotion, reporting results (ROI) to the brand teams.
- 2072 f. Conduct ongoing marketing and demographic surveys to elevate the "value" of iPride Softball to our
- 2073 current and potential sponsors and partners.
- 2074 g. Act as an advisor to member associations on all things business development, including the development
- 2075 of leads for member associations.
- 2076 h. Maintain the integrity of the iPride Softball brand.
- 2077 i. Act as an advisor to member associations on all things business development, including the development
- 2078 of leads for member associations.
- 2079 j. Attend GSWS.
- 2080 k. Assist with the GSWS (as assigned by Athletic Director).
- 2081 l. Other duties as prescribed by the governing documents of this organization.
- 2082 m. Other duties as determined by the Commissioner and/or the Board of Directors.

2083

2084 **110.63 Knowledge, Skills, and Abilities:** The Business Development officer should demonstrate understanding

2085 and competence in the following knowledge, skills, and abilities:

- 2086 a. Strong communications skills.
- 2087 b. Design and branding experience.
- 2088 c. Able to forge a relationship with print publications and media.
- 2089 d. Experience with project management software (Trello, Huddle and/or Excel).
- 2090 e. Cloud storage knowledge (Dropbox and/or Google Drive).
- 2091 f. Knowledge of social media channels, including Hootsuite.
- 2092 g. Strong marketing and communications skills (Word/PPT).
- 2093 h. Sales/development background and presentation (PPT).
- 2094 i. Online meeting platforms (FreeConferenceCall.com).
- 2095 j. Research and trend analysis (Internet, Google Analytics, Grant Station and/or Survey Monkey).

2096

2097 **110.64 Time and Financial Commitment:** The Business Development officer should be prepared to dedicate

2098 significant amounts of time to the administration and execution of the duties of the office, including significant

2099 time apart from family, relationships, and work. The Business Development officer must have the ability to travel.

2100 Attendance at and work for this organization will consume roughly 400-800 hours per calendar year.

2101

2102 **110.65 Benefits:** The benefits of this office include travel opportunities across North America, interaction and

2103 leadership with an international organization and its members, the reward of assisting member associations with

2104 marketing, PR, and sponsorship ideas, development of sales, contract negotiation and communication skills, and

2105 development of life-long and rewarding relationships with LGBT leaders and athletes.

2106

2107 **110.66 Programs:** The Business Development officer is not assigned to any program but assists as requested

2108 and able.

2109

2110 **110.67 Committees:** The Business Development officer is the designated liaison of the Board to the

2111 Sponsorship committee.

2112

2113 **SECTION 7 – OPERATIONS DIRECTOR**

2114

2115 **110.70 Officer Title:** Operations Director

2116

2117 **110.71 Responsibilities:** The Operations Director is responsible and accountable for the following objectives,

2118 tasks, roles, and duties:

- 2119 a. Governance Duties: The Operations Director shall prioritize, execute, and be accountable for the
2120 fulfillment of the duties of this organization to its members as a body corporate.
- 2121 b. Communications: The Operations Director shall maintain and execute all official internal
2122 communications to the Board of Directors.
- 2123 c. Administrative Duties: The Operations Director shall prioritize, execute, and be accountable for the
2124 fulfillment of all administrative and logistical duties including adherence to legal standards and ethical
2125 norms.
- 2126 d. Leadership Accountability: The Operations Director shall facilitate project management and
2127 accountability systems for the duties and responsibilities of the Board of Directors, Committee chairs,
2128 and other leaders within this organization.
- 2129 e. Membership: The Operations Director shall field and answer constituent matters from existing and
2130 potential member associations in conjunction with committee assigned membership duties.

2131
2132 **110.72 Duties:** In fulfilling the responsibilities of office, the Operations Director shall perform the following
2133 duties:

- 2134 a. Under the oversight of the Commissioner, guide the general operations of the iPride Softball Board and
2135 the organization.
- 2136 b. Attend all board meetings and other meetings necessary for the operation of the organization.
- 2137 c. In conjunction with the Commissioner, set meeting dates, prepare agendas, and review meeting materials
2138 prior to meetings.
- 2139 d. Coordinate all logistical duties and planning details for Council, Board, and committee meetings and
2140 corporate activities.
- 2141 e. Coordinate and partner with the Treasurer and Commissioner to create a proposed annual budget.
- 2142 f. Maintain an acute working knowledge of the issues pertaining to iPride Softball.
- 2143 g. Facilitate any necessary filings of administrative changes for iPride Softball that occur.
- 2144 h. Implement project management and accountability systems for this organization.
- 2145 i. Appoint project teams as necessary for the completion of projects and tasks.
- 2146 j. Provide reports to the Board of Directors and leadership on status of projects/duties/tasks.
- 2147 k. Provide leadership support and advice to the officers and leaders of this organization.
- 2148 l. Receive board candidate nominations.
- 2149 m. Arrange for background checks of candidates who accept nomination.
- 2150 n. Attend GSWS and assist as requested by the Athletic Director.
- 2151 o. Other duties as prescribed by the governing documents of this organization.
- 2152 p. Other duties as determined by the Commissioner and/or the Board of Directors.
- 2153 q. Aid the committee assigned membership duties in communication with existing and potential new
2154 member associations.
- 2155 r. Collect and maintain executed contracts.
- 2156 s. Maintain template of Partnership Agreement.
- 2157 t. Facilitate systems/processes for how the Board executes collaborative duties including monthly to-do
2158 lists.

2159
2160 **110.73 Knowledge, Skills, and Abilities:** The Operations Director should demonstrate understanding and
2161 competence in the following knowledge, skills, and abilities:

- 2162 a. Proficiency and understanding of the Governing Manual, iPride Softball operations, and other relevant
2163 governing and administrative applications for this organization.
- 2164 b. Good communications skills, including written and oral skills.
- 2165 c. Project management experience and demonstrable skills
- 2166 d. Ability to work cooperatively with others.
- 2167 e. Dispute resolution skills.
- 2168 f. Good organization skills.
- 2169 g. Ability to travel.
- 2170 h. Commitment to the mission and vision of the organization.

2171 **110.74 Time and Financial Commitment:** The Operations Director should be prepared to dedicate significant
 2172 amounts of time to the planning and execution of the strategic vision for this organization, including significant
 2173 time apart from family, relationships, and work. The Operations Director must have the ability to travel.
 2174 Attendance at and work for this organization will consume roughly 2,000 – 2,500 hours per calendar year.

2175
 2176 **110.75 Benefits:** The benefits of this office include travel opportunities across North America, increased
 2177 networking opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,
 2178 interaction and leadership with an international organization, refining and sharpening of management and
 2179 organizational skills, and development of life-long and rewarding relationships with LGBT leaders and athletes.

2180
 2181 **110.76 Programs:** The Operations Director is not assigned to any program but assists as requested and able.

2182
 2183 **110.77 Committees:** The Operations Director serves *ex officio* in all iPride Softball Committees for the purposes
 2184 of logistics and administrative board direction and is the designated liaison of the Membership committee.

2185
 2186 **SECTION 8 – ATHLETIC DIRECTOR**

2187
 2188 **110.80 Officer Title:** Athletic Director

2189
 2190 **110.81 Responsibilities:** The Athletics Director is responsible and accountable for the following objectives,
 2191 tasks, roles, and duties:

- 2192 a. Athletics: The Athletic Director shall have responsibility for the planning, preparation, and
 2193 operation of iPride Softball sanctioned tournaments with emphasis on the rules of the game, official
 2194 tournament operations communications, tournament registration, tournament discipline, game
 2195 equipment and other relevant issues of the game.
 2196 b. Communication: The Athletic Director is responsible to ensure that communication pertaining
 2197 to iPride Softball sanctioned tournaments accurately conveys requirements, deadlines and processes that
 2198 facilitate member city participation.
 2199 c. Leadership: The Athletic Director is responsible for maintaining a working relationship with
 2200 the Commissioner and other officers and knowledge of the mission and vision of this organization.

2201
 2202 **110.82 Duties:** In fulfilling the responsibilities of office, the Athletic Director shall perform the following duties:

- 2203 a. Manage the operations team for each iPride Softball sanctioned tournament including but not
 2204 limited to the UIC, Assistant Athletic Directors, Athletics Committee Members, Board Members, Host City
 2205 Committee Members and Host City Volunteers.
 2206 b. Oversee successful operation of the NAGAAA Cup and GSWS including working with the
 2207 Commissioner to certify bids for the NAGAAA Cup and GSWS.
 2208 c. Prepare communications for the member associations related to iPride Softball event issues.
 2209 d. Attend all board meetings and other meetings necessary for the operation of the organization.
 2210 E. Serve as co-signer of iPride Softball checking account.
 2211 f. Provide advice and knowledge to the Treasurer on the fiscal conditions and cash flow of sanctioned
 2212 tournament for the preparation of the budget.
 2213 g. Maintain an acute working knowledge of the issues pertaining to iPride Softball.
 2214 h. Provide leadership support and advice to the officers and leaders of this organization.
 2215 i. Attend GSWS and NAGAAA Cup.
 2216 J. Other duties as prescribed by the governing documents of this organization.
 2217 K. Other duties as determined by the Commissioner and/or the Board of Directors.

2218
 2219 **110.83 Knowledge, Skills, and Abilities:** The Athletics Director should demonstrate understanding and
 2220 competence in the following knowledge, skills, and abilities:

- 2221 a. Effective communication including facilitating group discussions and oral and written skills.
 2222 b. Management of people.

- 2223 c. Policy and process development.
 2224 d. Diplomatic Skills.
 2225 e. Problem solving ability, including technology awareness for emerging solutions.
 2226 f. Prioritize competing interests and goals, manage time to ensure successful completion of all
 2227 work assignments and engage constituents to acquire feedback and insights.
 2228 g. Maintain a thorough understanding of the iPride Softball Rules of Play, Bracket and Game
 2229 Scheduling, USA Softball rules and registration requirements.
 2230

2231 **110.84 Time and Financial Commitment:** The Athletics Director should be prepared to dedicate significant
 2232 amounts of time to the administration and execution of the duties of the office, including significant time apart
 2233 from family, relationships, and work. The Athletic Director must have the ability to travel. Attendance at and
 2234 work for this organization will consume roughly 1,500 – 2,000 hours per calendar year.
 2235

2236 **110.85 Benefits:** The benefits of this office include travel opportunities across North America, operating
 2237 and administering the largest LGBT single sport week-long event in the world, increased networking
 2238 opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,
 2239 interaction and leadership with an international organization, refining and sharpening of management
 2240 and organizational skills, and development of life-long and rewarding relationships with LGBT leaders
 2241 and athletes.
 2242

2243 **110.86 Programs:** The Athletics Director is not assigned to any program but assists as requested and able.
 2244

2245 **110.87 Committees:** The Athletic Director is the designated liaison of the Board to the Athletics
 2246 committee and the GSWS Operations team.
 2247

2248 **CHAPTER 111 – JOB DESCRIPTIONS OF THE APPOINTED OFFICERS OF THE BOARD OF DIRECTORS AND THIS** 2249 **ORGANIZATION**

2251 **111.01 Jurisdiction.** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2252 any board meeting.
 2253

2254 **111.02 Purpose and Authority.** The purpose of this program is to list, detail, and report the job descriptions of all
 2255 appointed, non-voting Officers of the Board and Organization
 2256

2257 **SECTION 1 – EMERITUS ADVISORY COUNCIL**

2258
 2259 **111.10 Officer Title:** Emeritus Advisory Council
 2260

2261 **111.11 Responsibilities:** The Emeritus Advisory Council is an advisory council of previous board members to act
 2262 as an advisor to the current Board of Directors in matters relating to the organization and for procedural
 2263 questions during policy development.
 2264

2265 **111.12 Time and Financial Commitment:** The Emeritus Advisory Council should be prepared to dedicate
 2266 moderate amounts of time to the duties of the office. The Emeritus Advisory Council must have the ability to travel
 2267 (when applicable). Attendance at and work for this organization will consume roughly 100-200 hours per calendar
 2268 year.
 2269

2270 **111.13 Benefits:** The benefits of this office include travel opportunities across North America, interaction and
 2271 leadership with an international organization and its members, and development of life-long and rewarding
 2272 relationships with LGBT leaders and athletes.
 2273

2274 **111.14 Programs:** The Emeritus Advisory Council is not assigned to any iPride Softball program.

2275 **111.15 Committees:** The Emeritus Advisory Council serves all committees at the request of the Commissioner.
 2276

2277 **SECTION 2 – PARLIAMENTARIAN**
 2278

2279 **111.20 Officer Title:** Parliamentarian
 2280

2281 **111.21 Responsibilities:** The Parliamentarian is an advisor to the Commissioner during the conduct of meetings
 2282 and to the Board of Directors and committees in matters relating to the governance of this organization and for
 2283 procedural questions during policy development.
 2284

2285 **111.22 Duties:** In fulfilling the responsibilities of office, the Parliamentarian shall perform the following duties:
 2286

- 2287 a. Attend Council Meetings.
- 2288 b. Attend Board of Directors meetings and calls as required.
- 2289 c. Interpret enacted policy.
- 2290 d. Provide advice to the chair of the Council and committee chairs.
- 2291 e. Rule on matters of parliamentary law and procedural practice.
- 2292 f. Draft policy as required.
- 2293 g. Communicate with member associations on behalf of the Commissioner and/or Board of Directors.

2294 **111.23 Knowledge, Skills, and Abilities:** The Parliamentarian should demonstrate understanding and
 2295 competence in the following knowledge, skills, and abilities:

- 2296 a. Mastered proficiency in parliamentary law, Robert’s Rules of Order, Wisconsin Corporate Law, Internal
 2297 Revenue Code, and other prevailing governance statutes.
- 2298 b. Excellent proficiency and understanding of the Governing Manual and iPride Softball operations.
- 2299 c. Good communications skills, including written and oral skills.
- 2300 d. Ability to work cooperatively with others.
- 2301 e. Dispute resolution skills.
- 2302 f. Good organization skills.
- 2303 g. Ability to travel.

2304
 2305 **111.24 Time and Financial Commitment:** The Parliamentarian should be prepared to dedicate moderate
 2306 amounts of time to the duties of the office. The Parliamentarian must have the ability to travel. Attendance at and
 2307 work for this organization will consume roughly 100-200 hours per calendar year.
 2308

2309 **111.25 Benefits:** The benefits of this office include travel opportunities across North America, interaction and
 2310 leadership with an international organization and its members, and development of life-long and rewarding
 2311 relationships with LGBT leaders and athletes.
 2312

2313 **111.26 Programs:** The Parliamentarian is not assigned to any iPride Softball program.
 2314

2315 **111.27 Committees:** The Parliamentarian serves all committees *ex officio* at the request of the Commissioner.
 2316

2317 **SECTION 3 – Marketing and Communications Manager**
 2318

2319 **111.30 Officer Title:** Marketing and Communications Manager
 2320

2321 **111.31 Responsibilities:** The Marketing and Communications Manager is an advisor to the Board of Directors
 2322 during the conduct of meetings and to the Board of Directors and committees in matters relating to the
 2323 governance of this organization and for procedural questions during policy development.
 2324

2325 **111.32 Duties:** In fulfilling the responsibilities of office, the Parliamentarian shall perform the following duties:
 2326

- a. Attend Council Meetings.

- 2327 b. Attend Board of Directors meetings and calls as required.
 2328 c. Interpret enacted policy.
 2329 d. Provide advice to the chair of the Council and committee chairs.
 2330 e. Rule on matters of parliamentary law and procedural practice.
 2331 f. Draft policy as required.
 2332 g. Communicate with member associations on behalf of the Commissioner and/or Board of Directors.

2333

2334 **111.33 Knowledge, Skills, and Abilities:** The Parliamentarian should demonstrate understanding and
 2335 competence in the following knowledge, skills, and abilities:

- 2336 a. Mastered proficiency in parliamentary law, Robert’s Rules of Order, Wisconsin Corporate Law, Internal
 2337 Revenue Code, and other prevailing governance statutes.
 2338 b. Excellent proficiency and understanding of the Governing Manual and NAGAAA operations.
 2339 c. Good communications skills, including written and oral skills.
 2340 d. Ability to work cooperatively with others.
 2341 e. Dispute resolution skills.
 2342 f. Good organization skills.
 2343 g. Ability to travel.

2344

2345 **111.34 Time and Financial Commitment:** The Parliamentarian should be prepared to dedicate moderate
 2346 amounts of time to the duties of the office. The Parliamentarian must have the ability to travel. Attendance at and
 2347 work for this organization will consume roughly 100-200 hours per calendar year.

2348

2349 **111.35 Benefits:** The benefits of this office include travel opportunities across North America, interaction and
 2350 leadership with an international organization and its members, and development of life-long and rewarding
 2351 relationships with LGBTQ+ leaders and athletes.

2352

2353 **111.36 Programs:** The Parliamentarian is not assigned to any NAGAAA program.

2354

2355 **111.37 Committees:** The Parliamentarian serves all committees *ex officio* at the request of the Commissioner.

2356

2357 **SECTION 4 – Information Technology Manager**

2358

2359 **111.40 Officer Title:** IT Manager

2360

2361 **111.41 Responsibilities:** The IT Manager is an advisor to the Board of Directors during the conduct of meetings
 2362 and to the Board of Directors and committees in matters relating to the governance of this organization and for
 2363 procedural questions during policy development.

2364

2365 **111.42 Duties:** In fulfilling the responsibilities of office, the Parliamentarian shall perform the following duties:

2366

- 2367 a. Attend Council Meetings.
 2368 b. Attend Board of Directors meetings and calls as required.
 2369 c. Interpret enacted policy.
 2370 d. Provide advice to the chair of the Council and committee chairs.
 2371 e. Rule on matters of parliamentary law and procedural practice.
 2372 f. Draft policy as required.
 2373 g. Communicate with member associations on behalf of the Commissioner and/or Board of Directors.

2373

2374 **111.43 Knowledge, Skills, and Abilities:** The Parliamentarian should demonstrate understanding and
 2375 competence in the following knowledge, skills, and abilities:

- 2376 a. Mastered proficiency in parliamentary law, Robert’s Rules of Order, Wisconsin Corporate Law, Internal
 2377 Revenue Code, and other prevailing governance statutes.

- 2378 b. Excellent proficiency and understanding of the Governing Manual and NAGAAA operations.
 2379 c. Good communications skills, including written and oral skills.
 2380 d. Ability to work cooperatively with others.
 2381 e. Dispute resolution skills.
 2382 f. Good organization skills.
 2383 g. Ability to travel.

2384
 2385 **111.44 Time and Financial Commitment:** The Parliamentarian should be prepared to dedicate moderate
 2386 amounts of time to the duties of the office. The Parliamentarian must have the ability to travel. Attendance at and
 2387 work for this organization will consume roughly 100-200 hours per calendar year.
 2388

2389 **111.45 Benefits:** The benefits of this office include travel opportunities across North America, interaction and
 2390 leadership with an international organization and its members, and development of life-long and rewarding
 2391 relationships with LGBTQ+ leaders and athletes.
 2392

2393 **111.46 Programs:** The Parliamentarian is not assigned to any NAGAAA program.
 2394

2395 **111.47 Committees:** The Parliamentarian serves all committees *ex officio* at the request of the Commissioner.
 2396

2397 CHAPTER 115 – NOMINATION PROCESS FOR CANDIDATES FOR THE BOARD OF DIRECTORS

2398
 2399 **115.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2400 any board meeting.
 2401

2402 **115.02 Purpose and Authority:** The purpose of this policy is to provide a process and parameters for nomination
 2403 of candidates to the Board of Directors of this organization. The authority for this policy is granted in 2.08 of the
 2404 Governing Manual.
 2405

2406 **115.03 Nomination Process Oversight:** The Elections Officer shall be responsible for oversight of this nomination
 2407 process and ensuring that appropriate actions are taken by this organization, its vendors, and volunteers to comply
 2408 with and implement this policy. The Elections Officer cannot oversee the elections if they are a candidate for any
 2409 officer position in that current nomination cycle. In the event that the Elections Officer is a candidate for any office
 2410 in the current nomination cycle, the secondary elections officer will replace the primary.
 2411

2412 **115.031 Elections Officers:** The Elections Officer is designated by the odd or even year in which the Election is
 2413 held. There are two identified persons for the role of Elections officer: The Primary Elections Officer, who conducts
 2414 the oversite of the nomination process, and the Secondary Elections Officer, who is privy to the process and copied
 2415 on all notifications and communications to/from the Primary Elections officer to ensure compliance with the
 2416 elections process. The designated elections officer is as follows by year:

- 2417 • Even Year: Primary Elections Officer: Treasurer; Secondary Elections Officer: Commissioner
- 2418 • Odd Year: Primary Elections Officer: Operations Director; Secondary Elections Officer: Secretary

2419
 2420 In the Event that either or both Elections Officers are candidates in the current election nomination cycle, a
 2421 member of the Board of Directors chosen by the board whom is not a nominee shall become the Elections Officer
 2422 and assume responsibility of the process. The replacement Elections Officer shall be empowered and required to
 2423 perform all acts as originally designated to the Elections Officer as listed in this chapter.
 2424

2425 **115.04 Nomination Period and Notice:** On the day of the adjournment of the Summer Meeting of the Council,
 2426 the Secretary shall, in writing, inform the members of the Council of the opening of the nomination period for
 2427 candidates to the Board of Directors. The Elections Officer shall instruct the appropriate person or persons to open
 2428 the on-line nomination form on this same day. The nomination period shall remain open until 11:59 PM PST of the
 2429 forty-fifth (45) day preceding the next Winter Meeting.

2430

2431 **115.05 Nominator and Nominee Eligibility:** Nominations may be only made by the members of the Council (the
 2432 voting representative from a member association or the voting member of the Board of Directors). Nominations
 2433 from any other person, including, but not limited to committee chairs, guests of the council, member association
 2434 players or officers, or NAGAAA volunteers shall not be considered by this organization. Any person in good
 2435 standing in NAGAAA, regardless of any membership or activity level may be nominated for the Board of Directors.
 2436

2437

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

2438

a. Nominator First and Last Name

2439

b. Nominator Phone

2440

c. Nominator Email

2441

d. Nominee First and Last Name

2442

e. Nominee Address, including City, State, and Zip

2443

f. Nominee Phone

2444

g. Nominee Email

2445

h. Nominee Member Association Affiliation (if any)

2446

i. Office Nominated For

2447

2448 **115.07 Consent to Nomination:** The Elections Officer shall notify any person nominated of the nomination in
 2449 writing and provide all needed biographical and consent forms following the close of the nomination period. Any
 2450 person nominated for office and whom is eligible to that office shall consent in writing, in the form and manner
 2451 provided for by the Board of Directors, to accept the nomination, to agree to and abide by the Board Member
 2452 Expectations if so elected, and to undergo the mandatory background check process as appropriate. This consent
 2453 shall be delivered to nominee via electronic mail and shall be returned to the Elections Officer by the nominee by a
 2454 time and date announced by the board of directors and not less than fourteen (14) days preceding the Winter
 2455 Meeting. Any consent not signed nor completed fully shall constitute a non-consent to the nomination. Any
 2456 nominee desiring to not consent to nomination is requested to make such a declaration in writing to the Elections
 2457 Officer via electronic mail at the earliest possible date. Upon the deadline for this consent or declination of
 2458 nomination to be submitted, the Elections Officer shall inform the Board of Directors of the list of nominees for
 2459 each office, which shall be considered candidates for that office henceforth until the election is completed.
 2460

2461

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

2462

2463 **116.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2464 any board meeting.
 2465

2466

116.02 Purpose and Authority: The purpose of this policy is to provide a policy and process governing the
 2467 background check of candidates for candidates to the Board of Directors of this organization. Nothing in this policy
 2468 shall be construed to bar the election of any candidate that the Council may choose to elect. The authority for this
 2469 policy is granted in 2.08 of the Governing Manual.
 2470

2471

116.03 Background Process Oversight: A member, herein the “designee”, of the Board of Directors shall be
 2472 designated by the Board and be responsible for oversight of this background check policy and process and ensuring
 2473 that appropriate actions are taken by this organization, its vendors, and volunteers to comply with and implement
 2474 this policy.
 2475

2476

116.04 Required Checks and Applicability: Any person, regardless of office or incumbency, who has consented to
 2477 be a candidate for office shall be subject to a criminal felony background check through a county criminal search
 2478 and a national criminal search. Additionally, any person, regardless of office or incumbency, who has consented to
 2479 their nomination for a specific office which has financial signatory powers as designated by the Board of Directors
 2480 (currently the Commissioner, Operations Director, and Treasurer) shall be subject to a civil process check of
 2481 bankruptcy actions of any kind (ex: Ch. 7, Ch. 11, etc.) in the preceding one (1) year from the date of the
 2482 background check.

2483
 2484 **116.05 Process Considerations:** The designee shall ensure that the required background checks are performed by
 2485 the vendor and collect the report from the vendor. Should there be a record of a felony conviction or a bankruptcy
 2486 within the last year on a candidate(s) for fiscal signatory offices, the designee shall inform the Commissioner of this
 2487 record. If the Commissioner is a nominee for the office for which a nominee has a record of this activity, the
 2488 designee shall inform the next non-elected Board member of this record. The designee and Commissioner, or next
 2489 non-elected Board member, shall together engage the nominee in conversation regarding the circumstances of the
 2490 record and inform the nominee of the duty to disclose this information to the Council prior to election if so
 2491 determined. It shall be the decision, jointly, of the designee and Commissioner, or next non-elected Board
 2492 member, to determine if the record must be disclosed.

2493
 2494 **116.06 Duty to Disclose:** It is the duty of the Board of Directors to disclose the record in question of any nominee
 2495 if so decided by the designee and Commissioner, or next non-elected Board member. This disclosure shall be made
 2496 by the designee to the Council prior to any election for that office and the nominee shall be afforded the
 2497 opportunity to provide context and/or personal disclosure of the record prior to the disclosure by the designee.
 2498 The act of disclosure by the Board shall be conducted appropriately conveying only known facts, honoring the
 2499 dignity of all persons involved, and without personal comment or opinion as the nature of the record.

2500
 2501 **116.07 Nomination Declined at Any Time:** Any nominee may decline their nomination to office at any time,
 2502 including after consenting to the nomination, in writing to the designee. Such a declination shall immediately halt
 2503 any background check or disclosure.

2504
 2505 **116.08 Records Confidential:** The records received by this organization as a result of this policy shall be strictly
 2506 confidential and destroyed immediately after the election for which they have been obtained is completed and a
 2507 nominee elected.

2508 **CHAPTER 200 – REGULAR SEASON ROSTER SUBMISSION POLICY**

2509
 2510
 2511 **200.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2512 any board meeting.

2513
 2514 **200.02 Purpose and Authority:** The purpose of this chapter is to list the requirements for submission of the
 2515 regular season rosters. The authority for this program is found in 20.10 of the Governing Manual.

2516
 2517 **200.03 Submission of the Rosters:** Each member association shall submit, by the deadline listed in Chapter 70,
 2518 the following information for each team and each player in the member association's qualifying season, excluding
 2519 players who played in that association in a non-qualifying status. The Commissioner or highest elected leadership
 2520 of each member association is responsible for ensuring that this expectation of iPride Softball membership is met.
 2521 a. Teams: Each team of the regular qualifying season shall be reported by its known name and shall report
 2522 its manager and their contact information.
 2523 b. Rosters: Each player of a team shall be reported on the player's team roster and be identified by the
 2524 player's preferred first name, legal last name as it appears on a government issued identification and their
 2525 birthyear (yyyy)
 2526 c. Ratings: Each player shall have the rating assigned by the member association submitted along with the
 2527 regular season roster. No rating for any player may be changed in any way at any time by any association
 2528 following the deadline listed in Chapter 70.

2529
 2530 **200.04 Manner of Submission:** The regular season rosters shall be submitted through the iPride Softball delegate
 2531 toolkit. Member associations are encouraged to begin this process of submission well in advance of the deadline
 2532 and seek the assistance of the Director of Competition for help in entering this data. Any entry made into the
 2533 toolkit may be revised at any time without penalty before the deadline for submission of the rosters.

2534

2535 **200.05 Sanctions:** All sanctions for errors, omissions, or failure to comply with the required submission of rosters
 2536 shall be listed in Chapter 70.

2537 2538 **CHAPTER 250 – INELIGIBLE PLAYER ROSTER AND POLICY**

2539
2540 **250.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2541 any board meeting.

2542
2543 **250.02 Purpose and Authority:** The purpose of this chapter is to codify the responsibilities for the ineligible
 2544 player list (formerly the banned player list) and create standard definitions for use. The authority for this program
 2545 is found in 4.01 of the Governing Manual.

2546
2547 **250.03 Definitions:** The following definitions apply to this chapter and the Governing Manual in their plain
 2548 meaning:

2549 a. **Good-Standing:** A member is in “good-standing” when they are not suspended or expelled from
 2550 participation in iPride Softball sanctioned events by action of the Council or for failure to meet all financial
 2551 requirements.

2552
2553 **250.04 Maintenance of the Ineligible List:** Following any action which would require any person to be placed on
 2554 the ineligible list, the Director of Competition shall report the information listed in this section to the Webmaster
 2555 who shall update the list accordingly. The Webmaster shall maintain the ineligible list in a secure area of the iPride
 2556 Softball delegate toolkit with access controlled as authorized by the Director of Competition. The Webmaster shall
 2557 cause the list to be updated when a player is removed from suspension or expulsion and keep archived all
 2558 information from the list on the player so removed.

2559 a. **Information to be collected:** This information is needed for each person placed on the ineligible list; full
 2560 legal name of the person, date of suspension or expulsion, member association of the person (as
 2561 available), period of suspension or expulsion, and reason for suspension or expulsion.

2562 2563 **CHAPTER 300 – GSWS TOURNAMENT ROSTER SUBMISSION POLICY**

2564
2565 **300.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2566 any board meeting.

2567
2568 **300.02 Purpose and Authority:** The purpose of this chapter is to list the requirements for submission of rosters to
 2569 iPride Softball. The authority for this program is found in 20.13 – 20.18 of the Governing Manual.

2570
2571 **300.03 Submission of the Rosters:** Each member association shall submit by the deadline listed in Chapter 70 the
 2572 following information for each team that it is entering in the Gay Softball World Series, excluding players who
 2573 played in that association in a non-qualifying status. The Commissioner or highest elected leadership of each
 2574 member association is responsible for ensuring that this expectation of iPride Softball membership is met.

2575 a. **Teams:** Each team shall be reported by its known name and shall report its manager and their contact
 2576 information.

2577 b. **Rosters:** Each player of a team shall be reported on the player’s team roster and be identified by the
 2578 player’s preferred first name, legal last name as it appears on a government issued identification. And
 2579 their birthyear (yyyy)

2580
2581 **300.04 Manner of Submission:** The GSWS Tournament rosters shall be submitted through the iPride Softball
 2582 delegate toolkit. Member associations are encouraged to begin this process of submission well in advance of the
 2583 deadline and seek the assistance of the Director of Competition for help in entering this data. GSWS rosters may
 2584 not be submitted after the deadline listed in Chapter 70.

2585
2586 **300.05 Classes Corrections/Changes:** There are created two (2) different classes of changes that may be made to
 2587 a GSWS roster for which each class will have a corresponding different sanction or penalty.

- 2588 a. GSWS Administrative Changes: This class is defined as any correction to a rostered member's name or
2589 date of birth entry.
- 2590 b. GSWS Player Changes: This class is defined as any correction to a roster wherein a rostered member is
2591 deleted or added.
- 2592
- 2593 **300.06 Changes Prohibited:** The following changes to a GSWS roster are prohibited:
- 2594 a. Any change to a player's rating is a change to a regular season roster and is governed by Chapter 200. A
2595 player rating change following the deadline listed in Chapter 70 is prohibited.
- 2596 b. Following the submission of a GSWS roster, there can be no change made to that roster that would cause
2597 the team rating to increase above the team rating that was submitted before the deadline.
- 2598

2599 **300.07 USA Softball (ASA) Cards:** Every team that is entered in the GSWS must present a USA Softball (ASA)
2600 member card. Such cards may be purchased from local member associations or through iPride Softball. The Board
2601 of Directors shall publicize the manner of obtaining said cards to each member association. Cards are required by
2602 the deadline listed in Chapter 70.

2603

2604 **300.08 Entry Fees and Berth Reservations:** Each team must pay its entry fee by the deadline listed in Chapter 70.
2605 Member Associations must reserve berths in each division by the deadline listed in Chapter 70 and may cancel any
2606 berth reservation before the deadline listed in Chapter 70 for a full refund of fees paid.

2607

2608 **300.09 Sanctions:** All sanctions for errors, omissions, or failure to comply with the required submission of rosters
2609 shall be listed in Chapter 70 and clearly delineate the sanctions for each class of changes authorized in this section.
2610 Each correction of either class of correction shall be counted individually, and the sanction applied to each count.

- 2611 a. The Director of Competition and/or Commissioner may provide for exceptions to the deadlines and rules
2612 of the GSWS rosters without penalty on a case by case basis for the purposes of overcoming a hardship on
2613 the part of that team for circumstances that are beyond the natural control of the team and significantly
2614 impair or negate the ability of the team to participate in the GSWS. This rule shall be known as the
2615 "hardship rule".
- 2616

2617 CHAPTER 305 – GSWS HOST HOTEL DEPOSIT AND REQUIREMENTS

2618

2619 **305.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
2620 any board meeting.

2621

2622 **305.02 Purpose and Authority:** The purpose of this policy is to establish the required number of room nights
2623 reserved per team for the GSWS, the amount of the required deposit, the deadline for payment of that deposit,
2624 and the process for reimbursement of the deposit and conditions thereof. The authority for this policy is granted in
2625 30.41 of the Governing Manual.

2626

2627 **305.03 Requirements of Teams:** Each team of any member association entering the GSWS shall provide a deposit
2628 payable to the Treasurer by a specified date determined by the board of directors and listed in the Master Dues,
2629 Fines, and Fees Schedule (Chapter 70). Each team paying such a deposit must occupy a room at the tournament
2630 rate and provide evidence of 15 room nights of occupation at a host hotel of the GSWS as designated by iPride
2631 Softball. This requirement is not in effect on any team whose member association is the host association for that
2632 year's GSWS or any member association's team who primary metropolitan area is within ninety (90) miles of the
2633 metropolitan area of the GSWS host member association.

2634

2635 **305.04 Evidence of Occupation of Rooms:** The Treasurer may determine that a member association has met the
2636 requirement of room nights by submission of receipts from the member association indicating that said rooms
2637 were occupied. These receipts must be submitted to the Treasurer via email or postal mail after the GSWS but no
2638 later than 30 days preceding the Winter Meeting immediately following the GSWS. In lieu of the submission of
2639 receipts, the Treasurer may make a determination that the requirement is met by utilizing a master list from the
2640 host hotel indicating that occupation of rooms occurred. The Treasurer shall notify each member association, via

2641 the Secretary, prior to the GSWS if receipts will be needed or if the host hotel shall provide a master list of room
 2642 occupants.

2643
 2644 **305.05 Reimbursement of Deposit:** The Treasurer shall return the appropriate deposit amount to each member
 2645 association which has met the required number of room nights per team by check to the member association
 2646 representative in attendance at the Winter Meeting following the GSWS.

2647 **CHAPTER 331– GSWS UMPIRE SELECTION POLICY**

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 2649
 2650 **331.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2651 any board meeting.

2652
 2653 **331.02 Purpose and Authority:** The purpose of this policy is to ensure the selection of umpires consistent with
 2654 the rules, regulations, and acts of this organization. The authority for this policy is granted in 30.04 of the
 2655 Governing Manual.

2656
 2657 **331.03 Umpire Reviews:** The UIC shall annually review umpires at the GSWS. Performance reviews of umpires
 2658 shall be the domain of the UIC and shared with the iPride Softball Board of Directors as necessary by either party.
 2659 Performance Reviews will be completed as follows: All first- and second-year umpires will be evaluated with a
 2660 detailed evaluation form. All umpires with three (3) plus years of experience will be verbally counseled when areas
 2661 of improvement exist. The verbal conversation will be documented and submitted with the final group of
 2662 evaluations for that year's GSWS Report. Any umpire who receives an overall "needs improvement" evaluation,
 2663 and/or is involved in an unprofessional encounter/incident with a player/manager will be automatically suspended
 2664 for the following GSWS. A longer suspension may be assigned depending on the egregious nature of the incident.
 2665 The final decision will be made jointly by the UIC staff and Athletic Director. Any umpire not so suspended is
 2666 considered in good standing.

2667
 2668 **331.035 UIC Appointment:** The Commissioner shall appoint the UIC by November 1st of a calendar for the GSWS of
 2669 the following year.

2670
 2671 **331.04 Umpire Nomination:** The UIC shall seek nominations of umpires for the GSWS by November 1st from the
 2672 commissioners or authorized representatives of member associations.

2673
 2674 **331.05 Umpire Selection:** The UIC shall, by May 31st, select and invite umpires to officiate the GSWS after
 2675 considering the nominations of the members and the reviews of the umpire from previous years. Umpires will be
 2676 awarded a position in that year's GSWS based on their order of response to an invitation (i.e., first to respond, first
 2677 awarded). In order to assure consistency and experience with GSWS umpires, the UIC will issue two invitations.

- 2678 a. First, by February 15, umpires in good standing with five plus (5+) years of GSWS experience will be
 2679 invited for the upcoming GSWS. Eighty percent (80%) of the allotted umpire slots will be filled from this
 2680 umpire pool receiving the first invitation and those responding affirmatively to the invitation. After this
 2681 80% threshold has been met, a wait list will be started of those umpires whom responded to the
 2682 invitation but were not awarded a position.
- 2683 b. Second, on March 1, umpires in good standing and with less than five (5) years of GSWS experience and
 2684 all newly recommended umpires will be invited. The remaining twenty percent (20%) of the allotted
 2685 umpire slots will be filled from this umpire pool receiving the second invitation and those responding
 2686 affirmatively to the invitation. After the 20% threshold has been met, all names of those umpires from the
 2687 second pool whom responded to the invitation but were not awarded a position will be added to the wait
 2688 list started from first umpire pool.
- 2689 c. If on March 15, there are any open umpire slots and no wait list, then umpires from either pool may fill
 2690 the slots at the discretion of the UIC.

2691 Umpire selection shall represent the diversity of iPride Softball, including international membership.

2692

2693 **331.06 Notification to Umpires:** The UIC shall inform all nominated umpires of the status of their nomination by
 2694 April 1st. The UIC shall inform the Secretary of invited and selected umpires by May 31st. Selected umpires must
 2695 provide the UIC staff with a copy of their current year USA Softball (ASA) or Softball Canada certification by July 1st
 2696 in order to be eligible to umpire in the upcoming GSWS. It is the individual umpire's responsibility to confirm their
 2697 certification has been received and accepted by the UIC staff.

2698 **CHAPTER 341 – GSWS HOST CITY METROPOLITAN AREAS**

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 2700
 2701 **341.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2702 any board meeting.

2703
 2704 **341.02 Purpose and Authority:** The purpose of this policy is to establish the metropolitan areas of each member
 2705 association solely for the purposes of hosting the GSWS. The authority for this policy is granted in 30.13 of the
 2706 Governing Manual.

2707
 2708 **341.03 Metropolitan Areas of the Member Associations:** The current metropolitan areas of each member
 2709 association are listed in the table below. Member associations are identified by the predominant city of each or
 2710 their common name:
 2711

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
FORT LAUDERDALE, FL	Miami-Fort Lauderdale-Port St. Lucie, FL CSA
HAMILTON, ON	Hamilton (Burlington, Grimsby), CMA
HOUSTON, TX	Houston-The Woodlands, TX CSA
HUNTSVILLE, AL	Huntsville-Decatur, AL CSA
INDIANAPOLIS, IN	Indianapolis-Carmel-Muncie, IN CSA
IOWA CITY, IA	Cedar Rapids-Iowa City, IA CSA
KANSAS CITY, MO	Kansas City-Overland Park-Kansas City, MO-KS CSA
KNOXVILLE, TN	Knoxville-Morristown-Sevierville, TN CSA
LAS VEGAS, NV	Las Vegas-Henderson, NV-AZ CSA
LONG BEACH, CA	Los Angeles-Long Beach, CA CSA
LOS ANGELES, CA	Los Angeles-Long Beach, CA CSA
LOUISVILLE, KY	Louisville-Elizabethtown-Bardstown, KY CSA
MADISON, WI	Madison-Janesville-Beloit, WI CSA
MEMPHIS, TN	Memphis-Forrest City, TN-MS-AR CSA
MID-ATLANTIC	Virginia Beach-Norfolk, VA-NC CSA
MILWAUKEE, WI	Milwaukee-Racine-Waukesha, WI CSA
NASHVILLE, TN	Nashville-Davidson-Murfreesboro, TN CSA
NEW ORLEANS, LA	New Orleans-Metairie-Hammond, LA-MS CSA
NEW YORK, NY	New York-Newark, NY-NJ-CT-PA CSA
OKLAHOMA CITY, OK	Oklahoma City-Shawnee, OK CSA

ORLANDO, FL	Orlando-Deltona-Daytona Beach, FL CSA
PALM SPRINGS, CA	Riverside-San Bernardino-Ontario, CA MSA
PHILADELPHIA, PA	Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA
PHOENIX, AZ	Phoenix-Mesa-Scottsdale, AZ MSA
PITTSBURGH, PA	Greater Pittsburgh, PA MSA
PORTLAND, OR	Portland-Vancouver-Salem, OR-WA CSA
PROVIDENCE	Providence-Warwick, RI-MA MSA
RALEIGH, NC	Raleigh-Durham-Car, NC CSA
SACRAMENTO, CA	Sacramento-Roseville, CA CSA
SAN ANTONIO, TX	San Antonio-New Braunfels, TX MSA
SAN DIEGO, CA	San Diego-Carlsbad, CA MSA
SAN FRANCISCO, CA	San Jose-San Francisco-Oakland, CA CSA
SAN JOSE, CA	San Jose-San Francisco-Oakland, CA CSA
SEATTLE, WA	Seattle-Tacoma, WA CSA
SIOUX FALLS, SD	Sioux Falls, SD MSA
ST. LOUIS, MO	St. Louis-St. Charles-Farmington, MO-IL CSA
SOUTHERN NEW ENGLAND	Hartford-West Hartford, CT CSA
TAMPA, FL	Tampa-St. Petersburg-Clearwater, FL MSA
TORONTO, ON	Toronto (Mississauga, Brampton) CMA
TUCSON, AZ	Tucson-Nogales, AZ CSA
TULSA, OK	Tulsa-Muskogee-Bartlesville, OK CSA
TWIN CITIES	Minneapolis-St. Paul, MN-WI CSA
VANCOUVER, BC	Vancouver (Surrey) CMA
WASHINGTON, D.C.	Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA

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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.

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

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

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

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

This request must include the following:

- 2740 a. Player's full name
 2741 b. Player's member association and team
 2742 c. An explanation on why the modification is needed, including how the modification will address the
 2743 player's specific disability.
 2744 d. Applicants are required to provide the iPride Softball Physician Form, and any other medical
 2745 substantiative documentation for the requested modification.
 2746

2747 Once a properly completed PIP Modification application is received, an email confirmation will be sent to the
 2748 applicant.
 2749

2750 **400.05: Deadline to Submit Modification Request:** This must be done in order to allow for an inquiry to be
 2751 undertaken to decide whether to allow or deny the requested modification. PIP modification requests must be
 2752 made no earlier than 60 days prior to GSWS and 30 days prior to Cup Roster due dates, and no later than
 2753 GSWS/NAGAAA Cup Rosters due date. Any requests not received by the deadline will be refused with no action
 2754 being taken.
 2755

2756 **400.06 Rule Modification Review:** The PIP sub-committee will review all rule modification requests, to include
 2757 consideration of the participant's specific circumstances, and the purpose of the rule, policy, or practice at issue. It
 2758 will also ensure that the requested modification does not afford either team an unfair advantage or disadvantage.
 2759 The committee that evaluates properly submitted requests may request additional information before providing a
 2760 decision on the granting, or denial of said request. Any committee requests for additional information will have an
 2761 additional 7 days to submit the requested information.
 2762

2763 Once the sub-committee has completed its inquiry, another email will be sent to the applicant advising if the
 2764 request was approved or denied. If the application was approved, that email will also state what the approved
 2765 modification is. The decisions of the Committee will be final.
 2766

2767 **400.07 PIP Cards:** PIP Cards will be provided to team managers at the GSWS Managers Meeting and Registration
 2768 Event at the NAGAAA Cup. PIP Cards must be turned in at the beginning of each game to the home plate umpire in
 2769 order to be granted the modification for that game. Failure to do so will result in the modification not being
 2770 honored for that game.
 2771

2772 CHAPTER 810 – PAYMENT TERMS OF SPONSORSHIP CONTRACTS

2773
 2774 **810.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2775 any board meeting.
 2776

2777 **810.02 Purpose and Authority:** The purpose of this policy is to create enforceability of payments provisions in
 2778 sponsorship contracts, ensure said provisions are included in sponsorship contracts, and assist with budget
 2779 development and cash flow of the organization by creating certainty around receivables. The authority for this
 2780 policy is granted in 4.01 of the Governing Manual.
 2781

2782 **810.03 Terms of Payment:** All sponsorship contracts or any contract with an amount due to iPride Softball shall
 2783 have a payment due date for the full balance or a schedule of payments with due dates for each payment included
 2784 in the contract before it may be executed by this organization.
 2785

2786 **810.04 Invoices:** The Treasurer shall be provided a copy of the payment terms or payment schedule for each
 2787 executed sponsorship contract and shall invoice the sponsor according to that schedule and a reminder for any
 2788 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 st – 4 th place instead of just 1 st – 2 nd 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 st and 2 nd 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 305.03	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.
Board Nov 2024	Chapter 70 Revisions	Sections 70.05	Revision of Team and player fees, deadlines, and f
December 2024	PIP Sub-Committee Call Item 1	Revise sections 400.02, 400.03, and 400.05	Revision of the Player Inclusion Policy to
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.
January 2025	Chapter 70 Revisions	Section 70.06 Table	Clerical revisions to deadlines for Hall of Fame
PENDING CHANGES			
October 2024	Business Item 8	Chapter 40	Change NAGAAA Cup to iPride Cup, effective May 2026

