



European Softball Federation
Fédération Européenne Softball

ESF President Report 2009

The 2009 ESF year started with the Lausanne Annual Congress, hosted and well organized by the Swiss Federation.

Don Porter and Dale McMann, co-Chair of the BackSoftball Taskforce, joined us and gave us an update on progress on their efforts and to set out the action plan for all to follow between February and October 2009.

New Executive Council members were elected:

President	: André van Overbeek (The Netherlands)
Secretary General	: Patrice Bienfait (France)
1 st Vice President	: Totoni Sanna (Italy)
Treasurer	: Eddy van Straelen (Belgium)
Vice President Development	: Slava Smagin (Russia)
Vice President Marketing & PR	: Michael Schmidt (Austria)
Vice President Technical & Competitions	: Gabriel Waage (Czech Rep.)
Vice President Operations	: Ami Baran (Israel)
Vice President Athletes, Medical and Doping	: Chiqui Vázquez (Spain)

The new appointed EC agreed to work according to a working plan 2009-2012. This working plan was made by all EC members and approved at the ESF EC Spring meeting on 18th and 19th April in the Netherlands. The first day of this meeting, Dale McMann was present to discuss the development plans in Europe.

The EC approved that the Secretary General will be assisted by an assistant Secretary General, the VP Technical & Competitions will be assisted by a Technical Director, an UiC and assistant UiC.

The ESF EC Summer meeting was held on 30th and 31st July at Valencia during the European Championships Women. ISF President Porter attended the first day and informed us about the progress of the Backsoftball campaign. Scheduled EC meetings for the remainder of 2009 are 20-22nd November at Frankfurt. The ESF EC will meet again prior to our Annual Congress early February 2010 at Antalya in Turkey.

Development

The Development Commission divided Europe in regions with five regional commissioners, and appointed a slow pitch commissioner and a commissioner for men's fastpitch. These regional commissioners are responsible for the development in their region, and the slowpitch and fastpitch men commissioners are responsible to develop their disciplines throughout Europe, assisted by the regional commissioners.

At our Spring meeting, we agreed to set up a coach taskforce who will be well trained to teach and travel around Europe to fulfill the needs of our member Federations at all levels.

Another part of the development was the start of a scorekeepers committee, something new. We have put together a working group of scorekeepers from Italy and the Netherlands to inventory the available computer programs and decide which program we will use for scorekeeping and play by play at the coming European competitions, with the 2010 European Championship Junior Girls at Vienna as test event.

A slowpitch umpire clinic was held in the Czech Rep. and a pitching clinic in the Ukraine. Regional umpire, coach and player clinics are prepared for the winter months (November 2009 till March 2010).

Technical and Competition

For the first time in many years, a TC meeting was held in London in May to instruct all TC members and Umpire commissioners about the regulations during the coming European tournaments. We welcomed Turkey as a new member Federation; in its first year, this new Federation organized a European tournament. In total, the ESF organized 11 European competitions with more than 80 teams participating. There was a late withdrawal of one of the organizers, but it was possible to find a new organizer who managed to organize the European Championship Cadets within three months. The Technical Commission prepares new specifics for slowpitch, a new hierarchy of ESF tournaments including conditions for organizers and a new format of the ESF A-competitions according to the wish of the ESF Congress and minimum playing field requirements according to the level of competition

Marketing and P/R

A newsletter was launched to inform the members about EC activities and events in the Federations. An advertising, merchandising and broadcasting appendix will be effective for tournament organizers from 2010. A questionnaire was sent to all member Federations with a response of over 90%. The results will be used for development purposes. The first steps were made for a cooperation with the European Union, funding by sponsorships and preferred suppliers and streaming the games of the European championships through the ESF website.

Finance

The 2009 finance is proceeding according to our budget. Our Treasurer reconciled all expenses to income which makes it possible to get an overview of the ESF financial situation on a daily basis.

Operations

The VP Operations provide us with an internal evaluation on EC's performance and conformance to regulations and procedures, by reviewing records, reports and documents pertaining to all ESF activities and accountable to the EC to verify details, monitor work activities and evaluate performance and recommend to the EC any foreseeable changes that are needed. This will include a detailed review of our Statutes, codes, regulations and procedures.

Website, Athletes, Medical and Anti-doping

In 2009, the ESF website continues to improve and become more user friendly. All changes must have a final result that our website will be interesting for all softball fans with live streaming, pictures and tournament results. The website features special restricted areas for our member Federations and the EC.

We asked in the 2009 questionnaire the names of athletes who want to participate in the ESF Athletes Commission. We plan to have a meeting before the end of this year or at the 2010 Congress.

André van Overbeek
President
European Softball Federation



European Softball Federation
Fédération Européenne Softball

ESF 1st Vice President Report 2009

The first year of this new four-year period was marked by the exclusion of our sport from the Olympic Games, also for the year 2016.

The decision of the IOC, taken in the October session in Copenhagen, will certainly affect our future.

Many federations have already declared that they will have significant difficulty in promoting and developing the sport of softball in the coming years.

This possibility was discussed after the establishment of our group and for this reason we decided to immediately accelerate the activity of the executive body in order to be an ever increasing support for our affiliated countries.

For this reason, along with a series of activities which will certainly be in my colleagues' executive reports, we made a series of requests for information which may lead us to find out, above all, who we are and what we need.

To do this, we decided to subdivide the ESF into 7 groups - of which 5 are geographical areas and two are sectors (Eastern Europe, Northern Europe, Central Europe, Balkan Europe, Southern Europe, men's softball and slow pitch softball).

However a good development plan also had to be done through the search for new resources. For this reason we also forwarded our project to the ISF from whom we also requested financial support.

Unfortunately, the replies of the federations were not always forthcoming, and still today some haven't answered, although it should be added that the first installment of the ESF funds was received in the second half of the year, and so our development plan can be definitively put into practice next year.

In any case, in order to gain a lot of information that will be useful for next year, we ran some clinics in Croatia and in the Ukraine for the fast pitch, and in Bulgaria for the slow pitch.

With regard to the clinics, we considered building a Coach committee, asking for the free assistance of those who wished to help the development of softball in Europe. Mr. Andre Prins was chosen to be the Chair of this committee and was asked to create a working group.

We also decided to create the scorekeeper committee and to activate the play-by-play in the ESF tournaments.

In this way we will have the chance to make the results and the live games known in real time, for all of the ESF's events. The Chairman of this committee is Mr. Maurizio Ronchi.

Regarding the Team Europe 2009 we had a wonderful opportunity to organize a tournament with participation of Team Japan, the gold Olympic medalists.

Despite a significant contribution received from the ISF, the National softball federations could not meet the costs required, which is why the tournament never took place and Team Europe was never put together. Hopefully we may be able to organize something in next years.

In August, in my capacity as executive officer, I attended the European Cup Women B pool which took place in Dupnitsa, Bulgaria.

I believe that our federation has found another organizational hub for our events, considering the excellent organization, even if not supported by the optimum structural conditions.

The executive board of the ESF which met in Frankfurt in the last week of November assigned me the task of leading the Development Commission.

For this reason I am preparing the guidelines of the plan which I intend to develop at beginning of the next season.

These guidelines will be presented during the next meeting and I hope they will be taken on board thanks to the contribution of the federations present.



*European Softball Federation
Fédération Européenne Softball*

I finish by thanking all the ESF Federations for their cooperation and all my colleagues on the executive board with whom I have shared the year 2009.

Totoni Sanna
1st Vice President
European Softball Federation



European Softball Federation
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ESF VP Technical and Competition report

Review ESF competitions 2009

Sources:

This report is written based on TC reports of each tournament, on UIC report including reports of all tournaments UIC and also Player Licences Report. Let me thank to all of them for the service for ESF during 2009.

Enumeration of the competitions:

In total 11 ESF competitions were played in 2009. All competitions have the locations and all competitions were completed on the field with final ranking.

ESF Tournament	Abbrev	Date	Location
European Championship Junior Boys	EChJB	01.-04.07.	Ledenice (CZE)
European Championship Cadet Girls	EChCG	13.-18.07.	Alkmaar (NED)
European Championship Women A	EChWA	27.07.- 01.08.	Valencia (ESP)
European Championship Women B	EChWB	27.07.- 01.08.	Hoboken (BEL)
European Cup Women A	ECWA	17.-22. 08.	Legnano (ITA)
European Cup Women B	ECWB	17.-22. 08	Dupnitsa (BUL)
European Cup Winners Cup Women A	ECWCWA	17.-22. 08	Parma (ITA)
European Cup Winners Cup Women B	ECWCWB	17.-22. 08	Edirne (TUR)
European Cup Men	ECM	24-29. 08.	Arsa Bagnaria (ITA)
European Cup Winners Cup Men	ECWCM	24-29. 08.	Spijkensisse (NED)
European Cup Coed Slowpitch	ECCS	26.-29. 08.	Dupnitsa (BUL)

Allocation of the tournament:

Several problems occurred before the tournaments. Firstly I would like remind the problems with allocation of the tournaments. Three problems were detected with allocation – EChCG, EChWA and ECWCWB. EChCG was originally planned to San Sebastian, because of the decision of ESF Congress 2008 in Athens. This decision was made unfortunately without any information about the fields. San Sebastian withdrew the candidature for hosting this event due the no more support from local government to built new field. It happened on beginning of April, just 3 month before the tournament! This is absolutely unacceptable for ESF. Fortunately Alkmaar offered their hospitality immediately and the tournament was relocated to Dutch. Let me really thank to Alkmaar on behalf of ESF and all participants.

Second problematic location was Valencia. Much critical information mostly from Dutch coaching management was sent to ESF and to other participants. The field conditions were definitely unacceptable for the level of the tournament, even it was approved via inspection. It is not anything against to organizers; it is only about adequacy of field conditions for the most important tournament in the 2009. The problem was already solved with new field conditions approved for future bids.

Third problematic location was Edirne. We faced two kinds of the problems there. Firstly organizers didn't know anything how is running the ESF tournaments, what is important for ESF and participants. Secondly the distance from Europe was almost killing for the tournament, because from 8 entered participants including organizer remained finally 4 teams, which is the minimum for running of the ESF tournament. Teams are always and in the current year especially very seriously thinking about the expenses. Because mostly they are paying themselves all expenses, the expenses are especially for the teams from B pools key point for decision to travel or not. We had already similar situation in 2005, When EChCG was allocated to Moscow and only 5 participants remained from 10 entered. We are not able, and of course it is not legally and ethically possible, to eliminate any candidates for organizing the ESF tournaments. But if the tournament will be allocated into destination, which is far a way and due the distance also expensive, we have to be prepared to be faced withdrawals of the participants.

Other reason for withdrawal of the participants is the relocation of the tournament at the last moment. It happened in 2008 (EChMG was switched from Poland to Czech) and also in this year (EChCG was switched from Spain to Dutch). The relocation at the last moment has the connection to the number of the participants. Relocation also doesn't look so professionally and the ESF like the highest body of softball in Europe looks like the body, who doesn't control it. We have to be really strict on it and if anything happened like this we have to give to failure federation and to all other, that the allocation of the ESF tournament is very serious duty and expectation of all is to keep it.

Game schedules:

The big discussion was made about the game schedule in this year from several reasons. Here are key points, why:

- We wanted to have game schedule earlier than in the past, when sometimes the game schedule was known just before the tournament. More than 5 years ago was usual, than game schedules were published in the first half of May and we wanted to come back to this time schedule. We agreed about it at TC meeting in Lausanne and we installed following deadlines:
 - o March 31st – deadline for final entries
 - o April 6th – prepare game schedules according the mathematic formula and send it to organizer for review
 - o April 30th – deadline for discussion with organizers
 - o May 1st – publishing the game schedules

And how it worked?

- Two problems were found out by the procedure of preparing of game schedules. Unfortunately more obvious criteria missed by preparation game schedule, especially with the time between the games, dividing the games between two fields, gap during the hot weather in south countries, order of the games for each team etc... Second problem was with understanding of mathematic formula of second, third, fourth part of the competition. It was good from mathematic point of view, but not so clear for participants. It was the reason why the teams rather waited for exact naming of the teams in the slots for next part of the tournament to be sure.
- Really big problem was in communication with organizers. They didn't respond on time generally and if, they started communicate just before the tournament. Especially communication with Legnano regarding the schedule was so terrible, because they did not respect anything.
- We wanted to satisfy to organizers with their requests and it was the reason so many changes. We tried to react immediately and publish the news, but other requests to same tournament came again from organizers. I can accept some changes due to unexpected issue, like withdrawal of the team or other thing, but the primary communication with the organizers has to be closed during adequate period.

EC ESF discussed whole issues about the game schedules and EC ESF decided on the autumn meeting based on experience of current year following instructions:

- **Keep the deadlines of procedure of game schedule, maybe slightly postpone it. Middle of the May is OK for publishing of final version.**
- **Install the criteria for preparing of the game schedules including improvement of mathematic formula to be more understandable**
- **Strongly clear inform and strictly keep the predestinate time for communication with organizers regarding their requests**

Player Licences:

The Player Licences Report very clear described the whole situation with player licences. Two National Federations (Dutch and Denmark twice) and four club teams (Moskovia Marino, Koksal Toptan Gernclik, Magos Tenerife and BCF Paris) violated deadline date.

In total eight duplicates were in 2009 for various tournaments. There are listed in the report. All duplicates were solved via e-mail communication. There are several Federations which don't know what PUP is and also at least one federation, which deliberately violated PUP rules. The situation with marking player Valentina Marazzi like "N" for Legnano is typical example of deliberately violation.

Two new things will be prepared for 2010 ESF Competitions. With respect to Libby Moss the default N will be changed on the Application Form – to leave it blank so that forces the Federations and Club to put in the correct one. Also new PUP fee 50 € will be charged with intention to reduce number of the duplicates and also to force the participating club teams to more serious work with selection of PUP.

ESF tournaments 2009:

All 11 tournaments were played and finished on the fields and no any big problem was recognized during 2009 season. Some of the problems, which were occurred before the tournaments, were mentioned already above and all tournaments run more or less OK. During the tournaments Technical Commissioners recognized slight violations in Ledenice (ECHJB) and in Dupnitsa (ECWB and ECCS). Ledenice organized ESF tournament for first time and slight violations are because of this, but Dupnitsa already organized ESF tournament in the past and they repeated same problems. But all those problems are quite easy resolvable with helpfulness of organizers. Unfortunately the motivation of Legnano (ECWA) to host ESF event was quite different than expectation of ESF and most of the problems developed from this disproportion. Situation about the field in Valencia was already mentioned before.

New country was registered into to list of organizing country – Turkey. The problem with distance was already mentioned before. Tournament itself went finally even sometimes the question, which is more important – players and game itself or politics and all background around it – was on the table. We have to tolerate and accept the culture differences, but the EC will have to discuss this for future tournaments, as in our past the players were always more important.

Umpires:

Very interesting point is mentioned in the assignment part of UIC report **"For fastpitch in the end 65 umpires were linked to participating teams and extra 37 extra neutral ESF umpires were assigned."** This is seriously key information about all procedures with umpires. It means than 36 % of all assignments don't reflect participating teams and consequently doesn't reflect the CR

36.03. about sending of umpires. The best example is EChJB – 4 teams and 4 umpires, but only one (ISR) was linked to participating team. Rest of them didn't. Where are the reasons why the percentage is so high?

- Economic crises: umpires have to be more careful with their work. But don't hide away the economic crises.
- Undisciplined umpires
- Personal management with umpires – the question is the affectivity of communication with national UIC and umpires, how the communicating ways are running, how is the power of national UIC with respect to regional, political and traditional differences etc.
- The implication is really high number of “negative points” for violation of umpire's regulations. Our goal is not to have so high the number of negative points. We have to have sufficient tools for adequate cover of ESF tournaments.
- ESF doesn't offer anything to umpires.

Another crucial issue is the categorization of umpires. Generally is good to have categories fro selecting of umpires. But also criteria for using categorized umpires are needed. Also the umpires in each category have to be known. It is not secret information. Because if is secret, some suspicion can occur. We have to have our categories like motivation for umpires to be better. Consequently to this also the selecting criteria for the tournaments have to be clearer and also differences between levels of the tournaments have to reflect kind of the categories of used umpires.

Final words:

Finally let me thank to all of organizers to host the ESF tournaments in 2009. It is very important to have you, because this is the place for the games and meeting of our players. Thank you so much for hosting!

Also thank to all of the officials – Tic's, Uic's, EC's, umpires, scorers, locals and so many volunteers – for you assists at ESF tournaments in 2009! Your work is invaluable help!

Special thank to ESG Technical Director Mr. Bob Milosavljevic, UIC in Europe Ms. Marlies Struyvé and UIC assistant Mr. Gilbert Tobback for their excellent contribution.



Gabriel Waage
ESF VP Technical



European Softball Federation
Fédération Européenne Softball

2009 Annual Report

VP: Chiqui Vázquez

This first year of my second term as ESF Vice President has been very different from the past ones due to various reasons: It has been different because I have had new colleagues on the Executive Board, including the President. It has been different because the structure of some of the most important commissions of the ESF have been under revision to adapt them to a better quality of tournaments. But over all, it has been different because during most of the year we have been working and hoping for the best with regards to the Olympic Games and during the last quarter of the year we have been regretting the worst decision possible from the IOC and planning the future according to this decision. I guess many things will change for all the European softball family but we need to keep working and help each other to overcome the difficulties.

In the following paragraphs I will update you with the main activities that I have carried out during this year which include, but are not limited to, the Website and the Athletes commission.

ESF Website

As responsible of the website I have been maintaining it by publishing more than 70 posts in the front page and many documents in the different sections of the site. The information posted is related not only to official information of the ESF but also to softball events from member federations and clubs. For this particular reason, a new section called “across Europe” was created to give a space for publication of any softball story in Europe. This is one of the differences in the website with regard to previous years since the idea is to make the site the main tool of official communication between the ESF and its affiliates and also make it more friendly to all softball fans and visitors.

The core of the website is not seen but of course there are many things that need to be done specially when having new colleagues on board. It means among other things, new accounts for email, new adjustments on the system and new instructions to be given. Due to new projects, new spaces need to be provided to host related information. This has been the case of the section “Newsletters” and it will be the case of the section “Umpires” in the near future together with other sections yet to be defined.

Even though some of this year’s competitions have had results online with the play-by-play functionality through the organizers websites, the ESF through the Technical Commissioners of competitions has continued to publish in its website daily official results so everyone had access to results in the shortest possible period of time. The organization of this process was another success thanks to Mr. Gilbert Tobback who prepared the files for results prior to competitions.

As you can see, the website is continuously changing to improve and the number of visits are increasing tremendously. In 2008 we had 26,512 visits and during 2009 we have had twice as many visits as the previous year with a total of 50,165 visits and 197,965 pages visited.

For your information, I have included some data about website statistics for 2009 as Appendix 1 that I am sure you will find quite interesting. Maybe you think that the ESF website is only visited by

Europeans but you will discover that there are visits from the five different continents in the world. And if you look at visits per country you will see how many people near you visit our website. Statistics are a never ending story so I have chosen the ones I think you will enjoy more but of course, I stay at your disposal for any further information you would like to have about any other statistics or about the website itself.

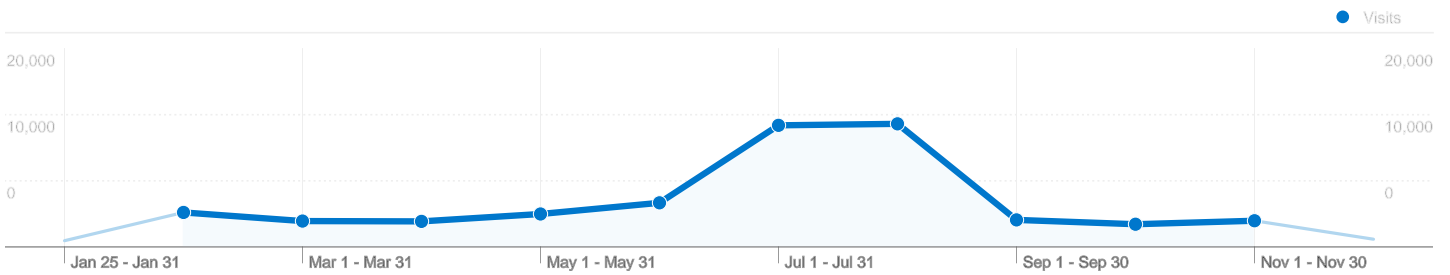
ESF Athletes Commission

A couple of months after the conclusion of last year's Congress, the ESF sent a questionnaire to member federations and one of the questions included asked for the nomination of an athlete representative to be included in the ESF Athletes Commission. Only 17 federations provided a name and e-mail and out of those, only 12 athletes representatives accepted the nomination. Thus, we have started working with this small group with the hope that more federations will nominate one athlete representative in the future. The only requirement to join this group is to be able to communicate in English to follow the communication net already created.

For your information, I am attaching a document with the objective and aim of the ESF Athletes Commission as Appendix 2.

In the following months, the ESF will continue working towards the growth of softball in Europe and the Website and Athletes Commission will be there ready to contribute to it.

Chiqui Vázquez
ESF Vice President
Athletes Commission & Website



Site Usage

50,165 Visits

31.03% Bounce Rate

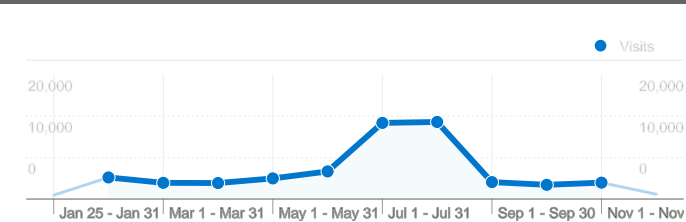
197,965 Pageviews

00:03:20 Avg. Time on Site

3.95 Pages/Visit

38.48% % New Visits

Visits for all visitors

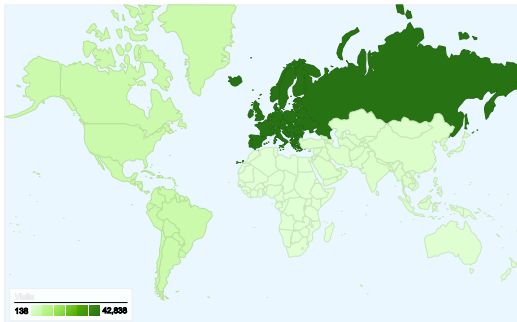


Visits
50,165

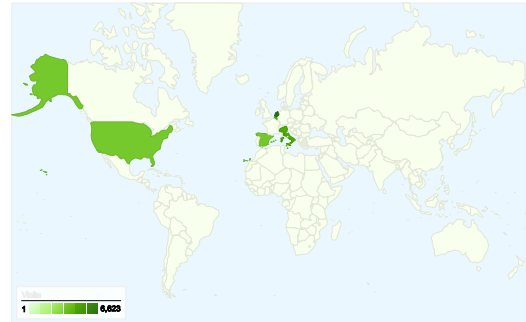
Top Content

Page	Pageviews	% visits
/ = Home page	50,266	25.39%
/node/103 = Calendar of Events	20,087	10.15%
/node/272 = EChWA, Valencia (ESP)	8,505	4.30%
/node/169 = EChWB, Hoboken (ESP)	6,025	3.04%
/node/4 = Documents Library	4,952	2.50%

Map Overlay world

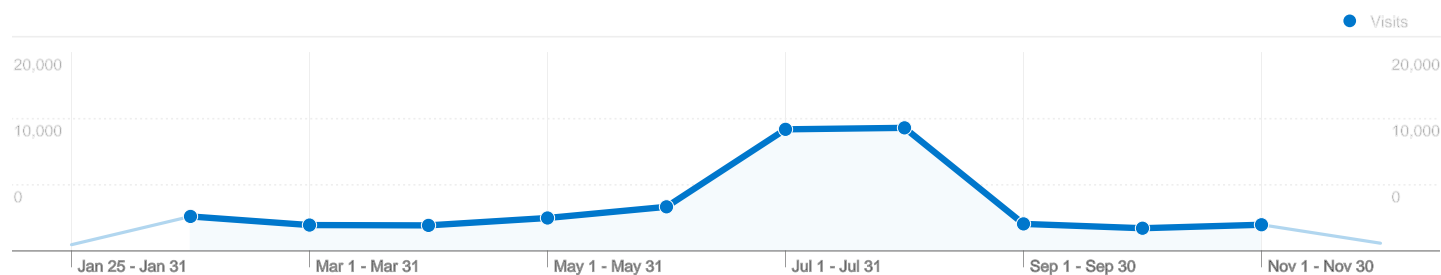


Map Overlay world



Visits for all visitors

Jan 25th - Dec 10th



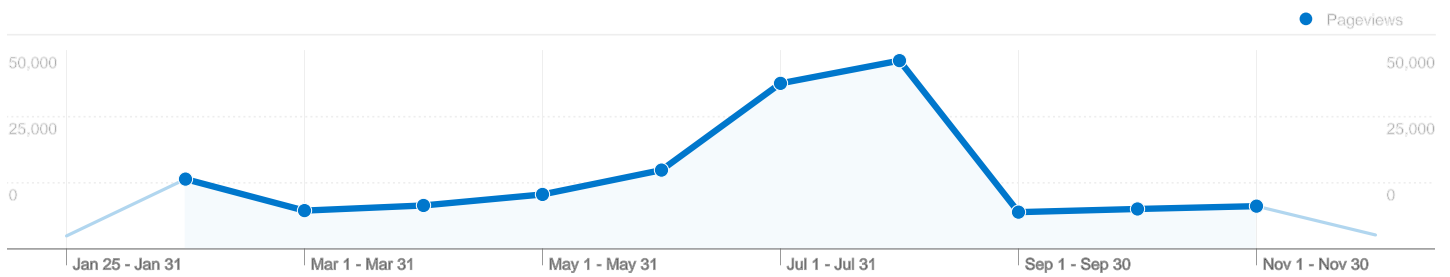
50,167 Visits

156.77 Visits / Day

Jan 25, 2009 - Jan 31, 2009	1.25% (627)
Feb 1, 2009 - Feb 28, 2009	6.93% (3,478)
Mar 1, 2009 - Mar 31, 2009	5.20% (2,608)
Apr 1, 2009 - Apr 30, 2009	5.14% (2,576)
May 1, 2009 - May 31, 2009	6.62% (3,321)
Jun 1, 2009 - Jun 30, 2009	8.87% (4,448)
Jul 1, 2009 - Jul 31, 2009	24.45% (12,263)
Aug 1, 2009 - Aug 31, 2009	24.74% (12,411)
Sep 1, 2009 - Sep 30, 2009	5.43% (2,726)
Oct 1, 2009 - Oct 31, 2009	4.56% (2,289)
Nov 1, 2009 - Nov 30, 2009	5.26% (2,640)
Dec 1, 2009 - Dec 10, 2009	1.55% (778)

Top Content

Jan 25th - Dec 10th



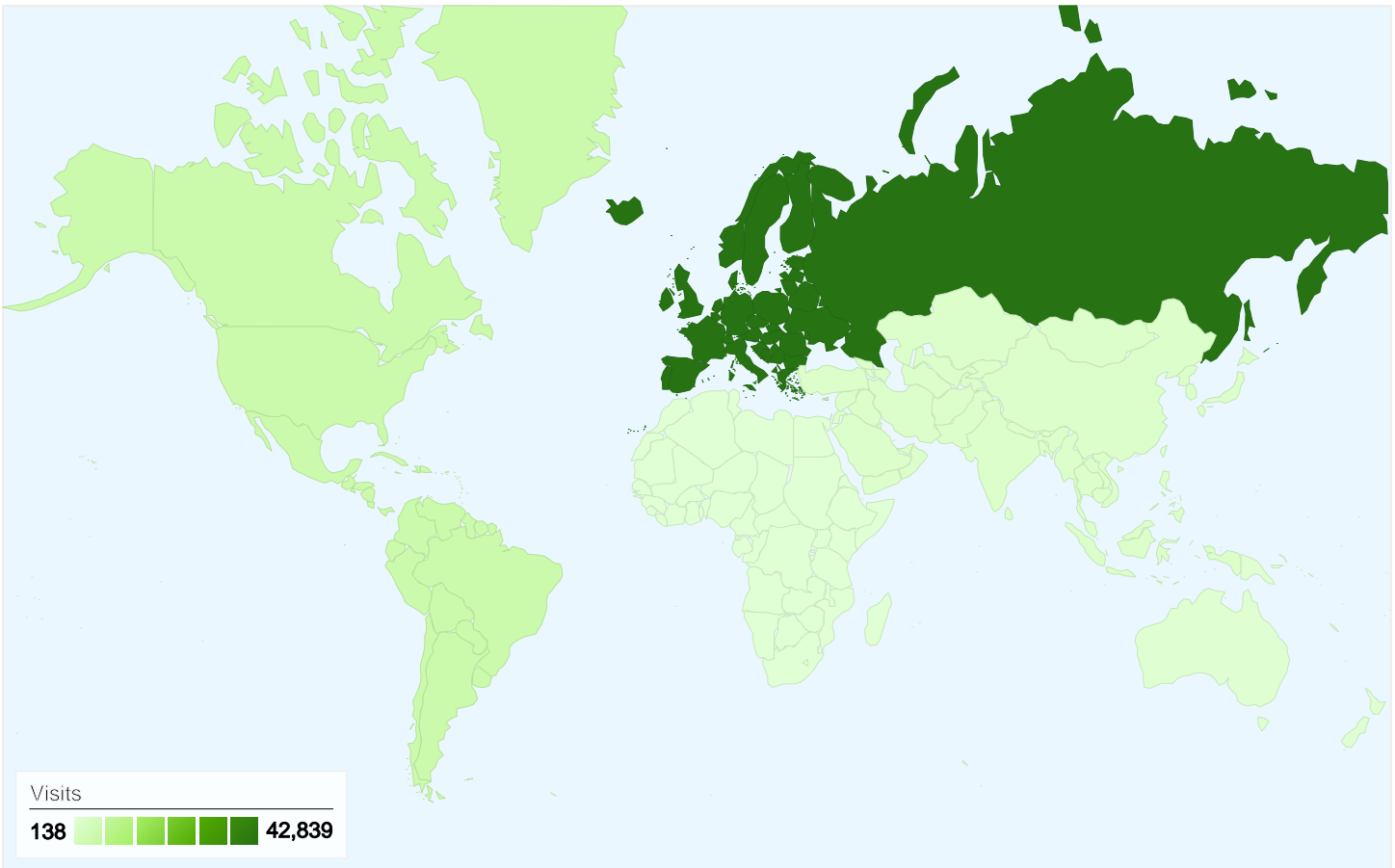
3,795 pages were viewed a total of 197,965 times

Content Performance

Pageviews	Unique Pageviews	Avg. Time on Page	Bounce Rate	% Exit
197,965 % of Site Total: 100.00%	142,178 % of Site Total: 100.00%	00:01:07 Site Avg: 00:01:07 (> 0.00%)	31.12% Site Avg: 31.12% (-0.01%)	25.27% Site Avg: 25.27% (-0.00%)
Page	Pageviews	Pageviews	Pageviews	Pageviews
/ = Home page	50,266	25.39%		
/node/103 = Calendar of Events	20,087	10.15%		
/node/272 = EChWA, Valencia (ESP)	8,505	4.30%		
/node/169 = EChWB, Hoboken (ESP)	6,025	3.04%		
/node/4 = Documents Library	4,952	2.50%		
/node/330 = ECWB, Dupnitsa (BUL)	4,125	2.08%		
/node/17 = Directory	3,983	2.01%		
/node/329 = ECWA, Legnano (ITA)	3,618	1.83%		
/node/331 = ECWCWA, Parma (ITA)	3,599	1.82%		
/node/333 = ECM, Bagnaria Arsa (ITA)	3,181	1.61%		

1 - 10 of 3,795

Map Overlay



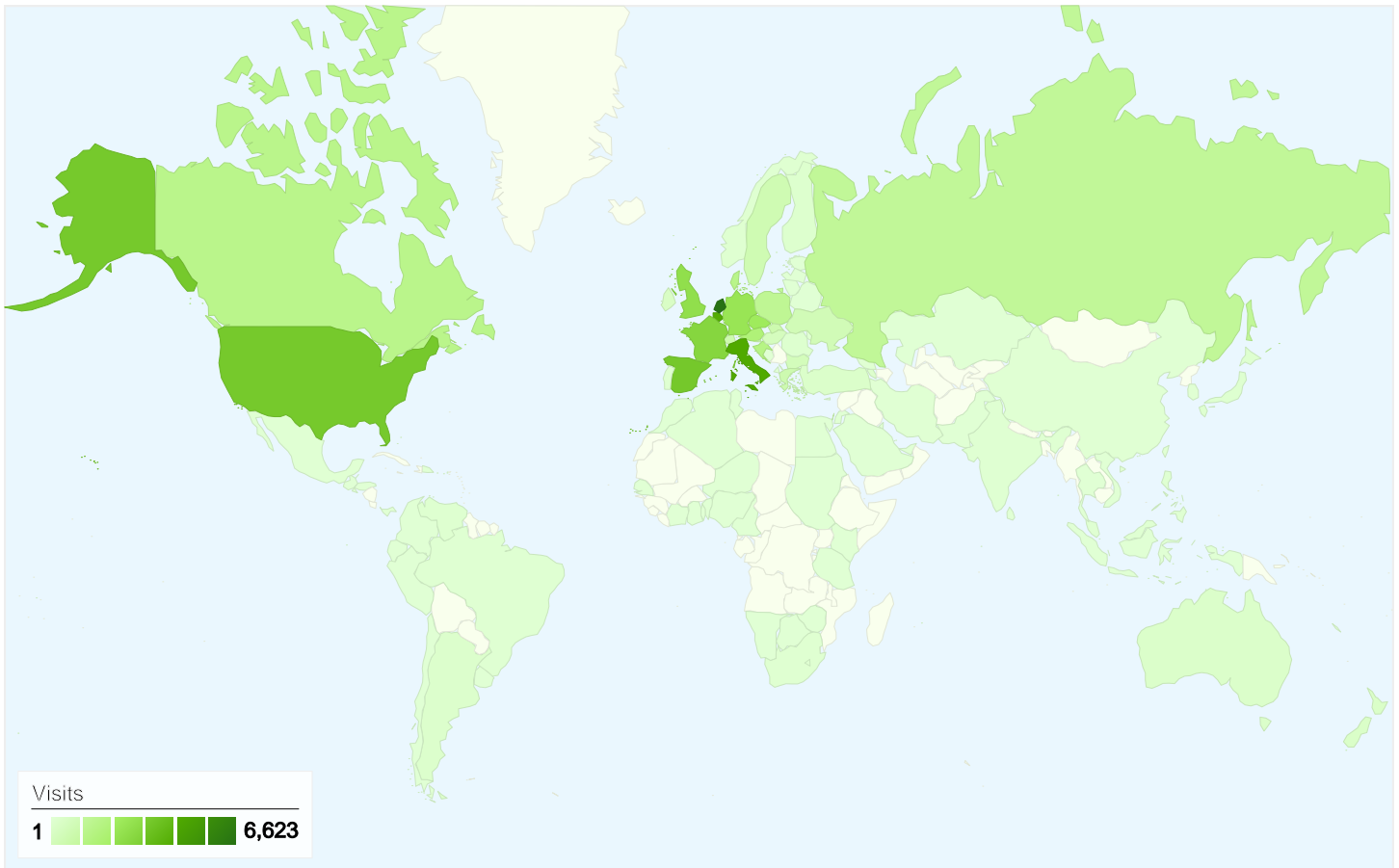
50,146 visits came from 5 continents

Filtered for continents excluding "not set"

Site Usage

Visits		Pages/Visit		Avg. Time on Site		% New Visits		Bounce Rate	
50,146		3.95		00:03:20		38.50%		31.02%	
% of Site Total: 99.96%		Site Avg: 3.95 (0.02%)		Site Avg: 00:03:20 (0.03%)		Site Avg: 38.47% (0.05%)		Site Avg: 31.04% (-0.05%)	
Continent	Visits	Pages/Visit	Avg. Time on Site	% New Visits	Bounce Rate				
Europe	42,839	4.04	00:03:22	34.73%	30.43%				
Americas	5,301	3.20	00:02:53	63.84%	35.71%				
Asia	1,415	4.37	00:04:07	44.52%	30.04%				
Oceania	453	3.26	00:03:40	67.33%	29.36%				
Africa	138	2.58	00:02:56	78.26%	49.28%				

Map Overlay



50,167 visits came from 123 countries/territories

Site Usage

Visits 50,167 % of Site Total: 100.00%	Pages/Visit 3.95 Site Avg: 3.95 (> 0.00%)	Avg. Time on Site 00:03:20 Site Avg: 00:03:20 (-0.00%)	% New Visits 38.51% Site Avg: 38.47% (0.10%)	Bounce Rate 31.03% Site Avg: 31.04% (-0.00%)	
Country/Territory	Visits	Pages/Visit	Avg. Time on Site	% New Visits	Bounce Rate
Netherlands	6,623	4.26	00:03:19	30.86%	25.49%
Italy	4,429	4.04	00:03:03	39.40%	32.51%
Belgium	4,363	3.40	00:02:08	27.66%	36.47%
Spain	3,472	5.55	00:05:56	37.53%	23.47%
United States	3,440	3.55	00:03:03	60.58%	35.52%
France	3,022	3.65	00:02:40	30.94%	39.51%
United Kingdom	2,740	3.12	00:03:36	54.34%	40.36%
Germany	2,541	4.08	00:02:52	46.44%	28.02%
Czech Republic	2,368	4.22	00:03:23	39.10%	20.95%

Austria	1,801	3.54	00:02:56	31.65%	41.87%
Croatia	1,581	4.03	00:04:02	22.39%	23.34%
Denmark	1,462	4.02	00:03:12	28.73%	24.08%
Canada	1,440	2.38	00:02:30	69.72%	33.12%
Poland	1,253	3.36	00:02:35	17.64%	41.98%
Russia	1,178	4.50	00:05:00	27.08%	19.86%
Switzerland	749	3.92	00:02:29	39.39%	22.43%
Slovakia	725	4.21	00:03:28	36.83%	15.17%
Greece	714	4.10	00:02:44	22.41%	46.50%
Slovenia	669	3.85	00:04:28	24.07%	25.56%
Sweden	654	4.61	00:03:27	42.97%	22.78%
Israel	577	4.41	00:04:18	26.34%	15.94%
Ukraine	574	3.60	00:03:50	16.90%	41.81%
Bulgaria	498	4.62	00:03:39	27.71%	14.06%
Hungary	443	4.46	00:03:49	49.89%	27.09%
Ireland	295	3.95	00:02:35	51.19%	39.66%

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European Softball Federation
Fédération Européenne Softball

ESF Athletes Commission

November 2009

OBJECTIVE

The role of the Athletes Commission is to make sure that the interests of athletes are protected by getting input from them and formulating procedures or rules that advance athletes' participation and representation in the development and administration of the sport. The ESF is interested to addressing concerns and issues that affect athletes. Therefore, the ESF encourages this commission to make recommendations to the Executive Council.

The Athletes Commission is composed of athletes' representatives appointed by the ESF member federations This appointed group forms an information net that will help the ESF to hear the voice of all athletes throughout Europe.

Therefore, every softball athlete in Europe is welcomed to contact the athlete representative in his/her country to share any ideas or concerns with them.

RESPONSIBILITIES

The work of these Athletes Commission members is based but not limited to the following:

- Get input and reviewing issues raised by softball athletes in Europe.
- Act as a link between them and the ESF.
- Make recommendations to the ESF Executive Council to improve all kinds of European competitions as well as the administrative aspects of our sport.
- Promote sportsmanship, ethical behavior and a drug free sport both in and out of competition.
- Reflect the values of the European Softball Federation as well as the Olympic Movement in all their actions.

WORKING PROCEDURE

The members of the Athletes Commission stay in contact via e-mail and free software connections to discuss the different issues raised by European softball players. If recommendations are made they will be reported by the chair of the commission to the Executive Council who will approve and implement them whenever possible.

NOTE

This is a non-political consulting body whose purpose is to offer advice and assistance to the ESF and in no way should be used as a tool for political positioning.

The Athletes Commission really has to have an impact on the sport and has to make it even more attractive to everyone: spectators, mass-media, managers, officials but specially players.