



**Pegasus Slowpitch Softball Association
Board Meeting Agenda
January 8, 2026 (7 PM)
Google Meet Video Conference**

Call to order at 7:01 pm.

Quorum achieved. All Board members were in attendance. Multiple League Members were also present.

Motion for approval of December Board Meeting minutes by Shannon, second by Matt. Unanimous consent requested; motion approved. No objection.

Motion for approval of 2025 Fall League Meeting minutes by Shannon, second by Jesse. Unanimous consent requested; motion approved. No objection.

Open Forum for Membership

Members may address the Board for three (3) minutes each on any issue that is not on the agenda. No Board action may be taken until which time the topic has been placed on an upcoming agenda and notification sent according to the current By-laws. Any person requesting an action item added to an agenda must notify the Commissioner 7 days preceding the next regularly scheduled Board meeting. Commissioner asked for comments from members, with no response.

Committee Reports

1. Ethics - Zach Noblitt
 - a. Zach provided an overview of the Ethics Complaint ("complaint") that was submitted anonymously regarding inappropriate comments made by Clint Schwalen (Events Director) as the emcee at the 2025 Fall Ball Awards/Wintermas Mixer on December 9th. Zach commented that ordinarily, anonymous complaints would not be brought forward but given that the events occurred at a league sponsored event and that the primary witnesses were Board members. Clint added that the allegations were sustained by those Board members interviewed. Zach shared that the comments were viewed as racially insensitive and directed to a PSSA player at an event that was attended by non-PSSA members. Zach shared the comments, as reported in the complaint and verified by the Board members who were the witnesses. Zach stated that when he reached out to Clint to discuss, Clint was very apologetic and provided a very thorough response to contextualize each of the comments. Zach said he reviewed the Code of Conduct and though he found the comments to be highly inappropriate, they did not rise to the level of a violation of the Code. He also shared that there had been conversations with the PSSA player who the comments were directed to and they were not upset. Zach opined that his interpretation was that Clint was attempting to use humor as emcee; however, as a representative of the Board and PSSA, we need to be mindful of the types of comments made to ensure they are appropriate. Zach spoke to all attendees and asked if the PSSA member who submitted the complaint would speak now if they were in attendance. No member spoke up as the complaint submitter.
 - b. Clint responded to the complaint, acknowledging that the comments were made and that he handled the situation poorly. Clint then provided some context around what occurred during the event. Clint acknowledged that he was attempting to provide humor and they were not appropriate. He acknowledged that when he is overseeing an event, he is representing the entire Board and speaking for the League at-large. Clint stated that he values DEI and part of an organization that values DEI, it is his responsibility to make sure all his comments are inclusive. He stated that is very sorry and he has been upset since he was informed of the complaint and that he is open to feedback.
 - c. Dan asked if any of the Board members who were witnesses would like to speak. Shiloh volunteered to speak, acknowledging that he knows who submitted the complaint but confirmed they want to remain anonymous. Shiloh confirmed he was at the event the entire time and knows the player who the comments were directed at. He stated that the comments made were uncomfortable and cringe-worthy and he had several league members express concerns about the comments. He highlighted that there were a lot of people attending the event who are not PSSA members. Matt spoke up saying he was also in attendance and served as a witness for the complaint. He observed that the player did not seem to be negatively impacted by the comments but expressed concerns how the comments affect the image of the League. Jesse confirmed that he was there also and confirmed he heard the comments.

He stated that he knew the player before the event and he engaged with them during the event and they appeared to be having a good time. Jesse reached out to the player after the event and they were not offended.

- d. Dan returned back to Clint for any additional comments. Clint said he was thankful that there are Board members who know that none of his comments were meant to be offensive, but he understands how his comments did not reflect the mission and values of the League. He expressed his regret and apologized again.
- e. Dan asked Zach if there was any precedent for consequences for this type of confirmed complaint. Zach responded that there was not but when there is behavior by members that do not reflect the League in a good light, the Board has a variety of options available.
- f. There was a lengthy discussion that included feedback from several PSSA members. This discussion included suggestions on DEI training, suspension of emcee duties, apologies, and more.
- g. Dan stated that as leaders of the organization, we need to be cognizant that our conduct sets the precedent and how we set the standard for our members, our partners, and our community. He warned that if we don't take action it sets a dangerous precedent.

A motion was made to require Clint to complete DEI training, provide an official apology to the player who the comments were directed at, and send an email communication to the League. Second by Shiloh. There was a lengthy discussion on the action proposed, including input from both Board members and League members. The discussion also included expectations of Board members in response to the comments made by another Board member. There were several comments regarding the possibility of DEI for all Board members.

A motion was made to amend the previous motion to require the entire Board of Directors to complete DEI training, and send an email apology to the League on behalf of the Board of Directors, and Clint to apologies to the player to whom the comments were directed to, by Travis. Second by Matt. No further discussion

| | |
|------------------------|-----|
| Communications | Y |
| Athletics | Y |
| Events | Ab |
| Recruitment | Y |
| Partnerships | Y |
| Ratings | Y |
| Tournament | Y |
| Treasurer | N |
| Secretary | Y |
| Assistant Commissioner | Y |
| Commissioner | N/A |

Motion is passed.

A motion to require the entire Board of Directors to complete DEI training, and send an email apology to the League on behalf of the Board of Directors, and Clint to apologies to the player to whom the comments were directed to, by Travis. Second by Matt. No further discussion

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|----------------|----|
| Communications | Y |
| Athletics | Y |
| Events | Ab |
| Recruitment | Y |
| Partnerships | Y |
| Ratings | Y |
| Tournament | Y |

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|------------------------|-----|
| Treasurer | Y |
| Secretary | Y |
| Assistant Commissioner | Y |
| Commissioner | N/A |

Motion is passed.

- h. **Action Items:** Dan will coordinate with WC on identifying an appropriate DEI training. Zach will facilitate the apology communication.

New Business

1. Multi Team No Repeat Rule - 4.01b(v) - Dan

- a. Approved the updated rule and then it was brought forward to League Meeting and concerns were raised that the Board decided to revisit after.
- b. As currently written, if at the start of the season, two or more teams meet the threshold that at least four players from the GSWS team that qualified for an extra berth the following year, the berth would go to the team with the greater number of players from that roster. If teams have the same number, the team whose coach from the GSWS team would be awarded the berth as a tiebreaker. If neither of those conditions apply, the extra berth would be awarded at the discretion of the Board by the first Board Meeting prior to the start of the season.
- c. The Board has had further discussions and we want to bring a new solution at this meeting.
- d. Matt stated that the intent of this rule was to make it more clear how the GSWS bids are allocated and everyone would know going into the season. He stated there was feedback that this could be leveraged by malicious actions to steal a bid from a team that had earned it.

Motion made to replace the Spring Rule 4.01b(v) Multiple Eligible Teams section with “At the start of the season if two or more teams meet the threshold (of at least four (4) players from the GSWS roster), the extra berth will be awarded at the discretion of The Board, by 1st Board Meeting after the start of the season by Matt. Second by Shiloh. There was extensive discussion. There was a question about what prompted the rule change and Matt responded. There were concerns expressed by a member about potential negative results of the rule and feedback provided on decisions made to rosters for the upcoming season prior to the rule being implemented. There was clarification on when this rule change was discussed at previous open meetings. There were also concerns expressed about decisions to pick up players for GSWS and the impacts of this rule..

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| Communications | Y |
| Athletics | Y |
| Events | Y |
| Recruitment | - |
| Partnerships | Y |
| Ratings | Y |
| Tournament | Y |
| Treasurer | Y |
| Secretary | Y |
| Assistant Commissioner | Y |
| Commissioner | N/A |

Motion is passed.

2. Event Fundraising/Charity Extra Slice - Shiloh

- a. Dan stated that during the Fall League Meeting, it was presented to split the \$10 event fee for half to go to a charity, such as WINGS. This was the original intent with the increase but it did not occur and GSWS eligible teams were receiving greater amounts. There were concerns expressed about the impact to the GSWS monies awarded so this was re-examined by the Board.

- b. Shiloh reminded the group that traditionally one part of the GSWS monies is awarded to a team who meet the attendance requirements but did not qualify for GSWS. Shiloh has come up with another option to still benefit charities without a big impact on amounts of GSWS money awarded to teams.

Motion made to add section 4.03(d) to give an additional share of funds to the WINGs Fund, or another comparable charity by Shiloh. Second by Matt. There was a brief discussion on impacts to players who have already signed up and added \$30 entrance fees. The response was that it was already communicated that we would be donating half and these are event fees

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| Communications | N |
| Athletics | Y |
| Events | Y |
| Recruitment | - |
| Partnerships | Y |
| Ratings | Y |
| Tournament | Y |
| Treasurer | Y |
| Secretary | Y |
| Assistant Commissioner | Y |
| Commissioner | N/A |

Motion is passed

3. Apparel/Merchandise RFP - Dan

- a. An RFP was put out to vendors and partners regarding apparel and merchandise for the League. There was a void with the passing of previous provider, Chris, and Debra Jean stepped into help this past year. We have the results of the RFP.
- b. Of the four suppliers, two suppliers responded, Right Choice Pride and KBS Apparel. KBS Apparel supplied our Fall Ball t-shirts, the connection established by the previous Board. They provide support with a lot of other LGBTQ leagues in the area.
- c. Dan walked through a comparison of the two RFPs and the offerings from both companies.

Motion made to award the RFP to KBS to become apparel partner for the League, by Jesse. Second by Shiloh. Limited discussion.

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| Communications | Y |
| Athletics | Y |
| Events | AB |
| Recruitment | - |
| Partnerships | Y |
| Ratings | Y |
| Tournament | Y |
| Treasurer | Y |
| Secretary | Y |
| Assistant Commissioner | Y |
| Commissioner | N/A |

Motion is passed

4. New Coach Orientation - Jesse
 - a. Not yet scheduled but will be next month.
5. Umpire Training - Jesse
 - a. Sunday, 1/31 from 1 pm to 4 pm at McInish
 - b. A few of our senior umpires will be leading the training. It is open to anyone wanting to become a new umpire, there is no requirement that you already be one. This training is open to existing umpires who want additional training.
6. Recruitment Mixer/Field Days - Jonathan for Randy
 - a. Field Day - 1/11 & 1/25 from 10 am to Noon at McInish
 - i. Looking for volunteers to assist
 - b. Recruitment - 1/24 from 4 pm to 6 pm at Woodys
7. 2026 Spring League Meeting - Dan
 - a. Saturday, 2/7 from 10 am to Noon at Round Up
 - b. Rosters are due by 5 pm CT that day with a minimum of 13 players.
8. Uniform Night - Dan
 - a. Saturday, 2/21 from 4 pm to 6 pm at The Hidden Door
9. Tournament Update - Jonathan
 - a. There are 15 teams registered so far. There will be food trucks at the fields. We are finishing up the tournament rules.

Director Reports

1. Communications
 - a. Working with Tournament Director and Recruitment Director and anyone else that has anything that needs to be communicated. Once there are more details on Uniform Night, an event will be created on social media.
2. Athletics
 - a. Inventory of all League equipment next week to verify we have enough for Spring Season and nothing has been lost.
3. Events
 - a. No Report.
4. Ratings
 - a. Players cannot drop questions at the beginning of season, can only remove at Ratings Meeting at end of the season. If you are uncertain that a player is still appropriately rated because they may be missing questions, Matt will be happy to work with you.
 - b. For new players, a skills assessment will be performed at the play days and will provide guidance but ultimately up to the coach to determine the initial rating.
5. Recruitment
 - a. Planning to host an event for approximately 15 organizations to push recruitment.
6. Partnerships
 - a. Met with a few sponsors, meeting with others.
7. Tournament
 - a. No Report.
8. Treasurer
 - a. Financials were sent out to the Board prior to this meeting.
 - b. We have a marketing/advertising budget to use for the Easter Classic Tournament.
9. Secretary
 - a. Will be contacting those interested in the Community Committee in the coming weeks.
10. Assistant Commissioner
 - a. Spring Registration
 - i. Teams - 35 (final)
 - ii. Players - 115 so far
 - b. Spring Schedule will be released on 2/22
 - c. Requests for bye weeks due on 2/7
 - d. Will ensure the website is updated with all correct event dates
11. Commissioner
 - a. No Report

Announcements/Upcoming Events

1. Recruitment Mixers - 1/24
2. Field Days - 1/11 & 1/25
3. Spring League Meeting - 2/7 at Round Up
4. Feb Board Meeting - 2/12
5. Uniform Night - 2/21 at Hidden Door

Future Business Items for Next Board Meeting(s)

1. iPride Winter Meeting Update
2. Skill Development Clinics
3. Pegasus Games
4. Ratings Council Confirmations

Motion to adjourn at 8:42 pm by Dan. Second by Travis. No discussion and no objection.

In accordance with section 551.074 of the Texas Government Code, the Board may convene into Executive Session for the purpose of discussion of any agenda item listed herein that deals with personnel matters or that may have legal consideration or might require legal counsel and/or advice.