



**BC Athletics Board of Directors Meeting – November 24, 2018
Fortius Sport & Health/Athlete Development Centre, Barcelona Boardroom
Minutes**

Attending in person: Greg White, Chair; Jim Hinze, Vice Chair; Brian McC Calder, President/CEO; Ota Hally, Director Finance; Mark Harding, Director Marketing & Communication; James O’Kane, Director Zones 1 & 2; Jasmine Gill, Director Zones 3, 4 & 5; Jacob Emerson, Director Zones 3, 4 & 5; Darren Willis, Director Zone 6; Cathy Johnson, Director Zone 7 & 8; Sam Collier, Manager Registration and Membership Services; Clif Cunningham, Technical Manager Road and Cross Country Running; Sabrina Nettey, Run Jump Throw Wheel Coordinator

Attending by teleconference: Katelynn Ramage, Female Athlete Director (left the meeting at 9:52am)

Regrets: Jordan Myers, Director Events & Promotion; Tyler Heisterman, Director Programs & Technical Development; John Gay, Male Athlete Director; Chris Winter, Technical Manager Track & Field; Jennifer Brown, Coaching Education Coordinator; Richard Lee, Coach, BC Endurance Project

- 1. Meeting was called to order at 9:02am.**
- 2. Introductions were made.**
- 3. No additions to the agenda.**
- 4. Agenda adopted as circulated**
 - a. Motion to approve – M. Harding/J. Hinze – Passed
- 5. Approval of the Board of Directors Minutes of:**
 - a. August 31, 2018 – Circulated
 - i. Motion to approve – J. Hinze/M. Harding – Passed
- 6. Receipt of the BCA Committees and AGM meeting minutes of:**
 - a. Masters Committee Meeting Minutes of November 7, 2018 – Circulated
 - b. Officials Committee Meeting Minutes of September 22, 2018 – Circulated
 - c. 2018 AGM Minutes of September 8, 2018 – Circulated
- 7. Business arising from the minutes**
 - a. None
- 8. Correspondence**

- a. Receipt of the 2018 viaSport Evaluation BC Athletics ScoreCard
 - i. Brian explained viaSport is a non-profit organization and the governing body for the government funding. viaSport determines the amount of funding each Provincial Sport Organizations (PSO), Disability Sport Organizations (DSO) and Multi Sport Organizations (MSO) receives. The resulting scores set a bench mark for the next three years for the PSO, DSO and MSOs. BC Athletics received just over \$330,000 in annual core funding this fiscal year (which ends in March), provided as a monthly stipend to the PSOs. There are also small targeted grants (up to \$3,000) available for northern BC.
 - ii. Brian further explained that every three years, viaSport conducts an evaluation of all the PSO, DSO and MSOs and each organization must answer the questions asked and upload materials and supporting documents (policies, etc.). A panel of experts will review and respond with the scorecard. The organizations can then appeal any of the areas on the scorecard. BC Athletics appealed 10 areas and viaSport responded with the results of their review of the appeal (appeal response circulated to the Board). Scores were increased in three of the 10 areas appealed. Brian noted that he provided a further response to the areas where no increase was made but know that no change will be made outside of upgrading the initial three areas (response to appeal results also circulated to the board.
 - iii. Question was asked as to how BC Athletics scores relate to the other organization and Brian noted that he's heard BC Athletics is likely in the top five of approximately 60 organizations. Brian confirmed the scores will impact the level of funding and sets the benchmark for the next three years.
 - iv. Questions
 - 1. Was it possible to look at the other organization who scored higher, to see what they are doing? Brian noted the appeal results, that were circulated, provide what viaSport is looking for in the different areas and Brian commented on these items in his reply to the appeal response and further explained that the process was subjective and not always accurate. For example, regarding governance, it was noted that they could not find the Conflict of Interest statement. Brian noted it was included in the bylaws but that viaSport may have been looking for a separate statement. Additionally, they could not find the Dispute Resolution policy, to which Brian confirmed BC Athletics has one, which was sent, and he noted this in his reply as well.
 - 2. Any areas where the score surprised Brian? Coaching inclusion. The question asked how the organization references indigenous coaches and other ethnicities and Brian explained he was not sure what evidence they were looking for to show inclusivity. BC Athletics' Provincial team program pushed out to member coaches

is a user determination if the coach criteria is met. BC Athletics is always looking for more applicants for coach and staff but again not sure how viaSport is measuring and looking at that. BC Athletics can call up on the membership database those who identify as indigenous and was included, those involved with ISPARC and who sit on the Track & Field Committee for the North American Indigenous games. With the call for athletes, BC Athletics will identify members in the database and send the information about the programs and opportunities. Will also monitor the awards, but basketball, hockey and soccer are the more desired activities among indigenous communities. Athletics is now seeing more momentum and when indigenous members are participating, they are performing well.

- a. Greg noted it appears there is a significant focus on inclusion and likely no one will score above three as they are just rolling out policies and programs targeting inclusivity and the PSOs haven't really had enough time to review, adopt and implement those policies.
- v. Greg also mentioned that they were notified in the last month that the CEO of viaSport was leaving the organization. They have previously looked at Board composition and been very aggressive with, especially toward gender equity. It was noticed that the Board is made up of appointed members, versus elected.

9. Reports:

- a. Chair of the Board of Directors – Greg White
 - i. Written Report circulated
 - 1. Items of Note
 - a. Welcomed the four new members to the Board of Directors
 - i. James O'Kane - Zones 1 & 2
 - ii. Jacob Emerson - Zone 3, 4 & 5
 - iii. Cathy Johnson - Zone 7 & 8
 - iv. Ota Hally – Director, Finance
 - v. Chair also noted the vacant BC Athletics Director of Administration & Planning position.
 - b. Major upcoming championships
 - i. Cross Country, Abbotsford - Awarded 2019 & 2020
 - ii. Track & Field bid lead by Langley Mustangs - Awarded 2021 & 2022
 - c. 53rd Annual Sport BC Athlete of the Year Awards – March 13, 2019
 - i. Included within the event is the President Awards (nominations made by member PSOs close January 25, 2019).
 - d. Athletics Canada

- i. CEO, Rob Guy, has stepped down (was scheduled to leave in April but has left as of yesterday). Athletics Canada has engaged a search firm and the recruitment process is underway.
- ii. The next meetings are:
 - 1. 2018 Semi Annual General Meeting (SAGM), scheduled for November 30 & December 1 in Vancouver.
 - 2. 2019 Annual General Meeting (AGM) scheduled for May 24 & 25 in Ottawa.

- i. Board Meeting Dates

- 2. Greg noted the Board meets four times a year, two meetings face to face, one of which includes the Chairs of the major Committees, and two conference calls (local participants can attend in person). There is also the possibility of one or two meetings, to be scheduled as required for specific reasons like a budget approval.
- 3. Saturday, January 26, 2019 – In person
- 4. Tuesday, April 23, 2019 – Conference call
- 5. Tuesday, June 11, 2019 – Conference call
- 6. Brian noted the AGM is tentatively schedule for Saturday, September 7, 2019

- ii. Board Committee Liaison Assignments

- 1. Chair noted he would reach out to the current liaisons to confirm, as a matter of providing continuity, they will continue. Chair also noted the role of the committee liaison is to provide support to the committees but also be a voice back to the board.

- a. Current Liaison Assignments

- i. Cross Country Committee – Katelynn Ramage
- ii. Track & Field Committee – Tyler Heisterman
- iii. Officials Committee – Jim Hinze
- iv. Masters Committee – Mark Harding
- v. Junior Development Committee – Darren Willis
- vi. Road Running Committee – Jordan Myers
- vii. Nominations Committee – Mark Harding, Chair

- b. Vice Chair of the Board of Directors – Jim Hinze

- i. Written Report circulated

- 1. Items of Note

- a. Attended various events throughout the fall season and continue to be liaison to the Official Committee, whose AGM was in October.
- b. Jim also noted he was working on becoming an official. He is currently certified with level 1 and has taken the level 2 workshop. Is hoping to start officiating mid summer.

c. Directors Reports:

i. Zone Directors

1. James O’Kane – Zone 1 & 2

a. Verbal Report provided

i. Items of Note

1. Reached out to Jodi Langley to get an overview of current initiatives in hopes of providing continuity. Have relationships with the coaches in the zone so will be reaching out to discuss their concerns and what is needed to make meets more successful.
2. The BC High School Championships will be in Kelowna this year as well as a Throws for Autism event.
3. James asked if there was a zone map anywhere. Sam noted that it would be the BC Games map which she would send a link to. James also asked about an archive for zone reports and Sam explained there wasn’t one, but Brian noted he did have all the past reports and would provide them to James. James also noted he would reach out to Roberta Tetlock as well.
 - a. Mark brought forward his previous suggestion of a Google drive to house past documentation and Jacob noted he found the minutes of previous meetings on the Governance page of the website.

2. Jasmine Gill – Zone 3, 4 & 5

a. Written Report circulated

i. Items of Note

1. Working on communication and advertising of programs. Noticed basketball is very good at advertising programs through social media. Surrey and Delta talking about a new facility, Updated facility at North Delta Secondary and a stadium at Bear Creek Park. There’s also discussion for a sports complex in Surrey, with an indoor track with a cover to convert the surface to a court. Jim noted the Surrey Parks Board mentioned considering a stadium instead of

a track (given the lane eight issue with the North Surrey track).

2. Given comments at the AGM about the Officials being tired and overworked, would like to work with the clubs to make meets more manageable.
 3. Chair noted he would like to see more clubs from Zone 3, 4 & 5 attend the AGM. Jacob noted he hopes, with the increased communication, he can find out why they are not attending and encourage them to attend. Sam noted there were people attending remotely from Zones 3, 4 & 5.
3. Jacob Emerson – Zone 3, 4 & 5
 - a. Written Report circulated
 - i. Items of Note
 1. Reaching out to groups to make introductions and get an idea of what they want from their roles.
 2. Strategic plan – Looking at getting school groups more involved as Jacob has noticed a drop in the last year. Would like to focus and work on retention.
 3. Darren asked about the role and purpose of the zone reps as there are also zone reps on the committees. Would like to see the roles better defined to make things more efficient and not having cross purposing or causing intrusion on the other active zone reps. Brian noted the Zone reps on the committees reach out based on the actions of the committee and the roles are different from Zone Directors. Darren further asked if BC Athletics has gone to any length to further define the positions. Greg noted, at a high level, the zone reps from the committees report back to the committees and the Zone Directors report back to the Board. Darren wondered if the Zone Directors knew of the zone reps on the committees and Greg noted that the information could be supplied.
 4. Darren Willis – Division 6
 - a. Written Report circulated

i. Items of Note

1. Coaching clinics held in the fall with lots participating from the island which was good to see. International conference of excellence had good representation from the school and club level.
2. Some concern in the north end of island with new sports rules at the high school level. Wondered if there was any success engaging BC Schools Sports. Clif and Sam noted they attended the meeting. School competitions don't allow clubs and club competitions don't allow school teams, however school athletes can attend as unattached. The issue is, at a club meet, they can't represent the school. Anyone can participate but can't be named. So, there is no club jersey at a club sanctioned meet and vice versa.
 - a. It was asked if there are school at a university level that have clubs associated with them and Sam said no, there were just universities. For example, the Thunderbirds Club is separate from UBC (school).
3. Discussing the situation with the officials. It's been felt on the island as well as those that come over to the mainland to support events.
4. Full slate of five meets for the island series next year. Looked at continuing with the high-tech system, versus the meet system, and it was decided to stay with the high-tech system. Darren asked if there was a particular standard and Sam noted either was fine.
5. Looking for a new zone representative for the Junior Development Committee.

5. Cathy Johnson – Zone 7 & 8

a. Verbal Report provided

i. Items of Note

1. New changes – Summer Games coming. Grand opening of the brand new track September 21st. Lost some space with the

new track as there is only storage under the bleachers now. Numbers are up for participation and Junior Development is strong and working to reinvigorate the Seniors into coaching.

2. Been in touch with Jen and working to get multiple clubs to come to Prince George to participate in a club coach event specific training. Also held a Try-It! day in November and working with Engage Sport North.
3. Issues – Not enough officials and volunteers tend to get burnt out.

ii. Athlete Directors

1. Katelynn Ramage

a. Verbal Report provided

i. Items of Note

1. As Athlete Director, nothing to report at this time.
2. As Cross Country Committee Liaison – Some controversy with the criteria for selecting within the BC High Schools and Clubs for the Youth Cross Country Team. Some conflict with which athletes to select. Planning to look at and hopefully change for next year.
 - a. Greg noted there was an appeal received on one of the selections, which was received 7-8 days before team was leaving so it was dealt with very quickly. Staff is aware there was not a lot of definition with some of the criteria and may need to have additional criteria provided for the future.

2. John Gay

a. No Report provided

d. Finance Report – Ota Hally & Staff

i. Budget Summary as at September 30, 2018 – Circulated

1. Items of Note

- a. Reviewed the year to date performance which shows the organization is a little behind budget, but this is due to timing of the expenditures and when revenue is received. Looked at cash in bank, assets, and the ability to pay compared to the liabilities and feels things look good.

- b. Brian noted the biggest expenditure period is mid June to October/November. Revenue wise, the core funding comes in monthly and is recorded as accrued accounting. Membership starts in December and from January to June is the biggest amount of membership revenue received. Shows as a significant variance to what is expected until the end of March. Revenue not yet received is in fact invoiced at the end of March and appears in the books for the end of the fiscal year. Brian noted Directors shouldn't be alarmed when this is reviewed in the budget summary.
- c. It was noted that in some areas there is no revenue coming in or expenditures going out as the event/line item does not take place this year (ex. BC Summer Games).
- d. There are increases in revenue for coaching education and introductory programs but an equal increase in expenses for the staff expense to deliver the coaching education due to increased activity to put on courses and activities.
- e. Brian apologized for the delay in circulating the financial documents. The bookkeeping company's previous employee hadn't updated the operating budget and two weeks ago, when the statements were received statements, it was noticed, and they had to go back to readjust the numbers. Also had an issue with merging the 2018 and 2019 versions. Will address the problems and have the budget out sooner for Board review.
- f. Chair noted, there has been no increase in membership fees in five years and suggested Brian and Ota look at this as waiting to increase the fees could see an even larger increase down the road. Also, having the discussion later could be too late to implement for the 2020 year as an increase does require approval by membership at the AGM. Sam noted she would have to check on the timing, if approved at the September AGM, if the increase could be implemented in time for the 2020 year.
 - i. It was also noted that it would be best to also provide an explanation to the membership for the increase. The Chair recommended cost of living increases as well as noting that the core funding, aka membership versus gaming grants, does not receive funding allocations. Therefore could note the areas, programs, expenses, etc. that are not happening due to lack of funding. For example an additional staff member to work with the officials. Brian noted they are trying to address this at the

moment with the Officials Committee and they have some ideas. Also initiated Para Track & Field Team support however not currently receiving money to specifically support para athletics. Receiving funding for athletics in general with an expectation that para will be supported through that funding but not providing increased funding to support the additional area.

- ii. Mark noted the Board previously looked at ways to better communicate the benefits of membership. He suggested looking at that again and providing that explanation before introducing a potential increase.
 - iii. Chair suggested considering a small percentage increase over the next five years, maybe based on a cost of living percentage. Or maybe look at if the organization is down a percentage over the past 10 years. Sam noted that through her time with the organization, membership increases have never been done that way (percentage increase every year) but believes that incremental increases would be better received.
 - iv. Matter was left with Ota and Brian to bring forward for discussion at a future Board meeting.
- e. Administration & Planning – Brian McCaldar
- i. No Report provided
 - ii. Strategic Plan Update
 - 1. Athletics Canada Semi Annual General meeting will include a session on the Athletics Canada strategic plan and alignment to the provincial strategic plans. Looking at both Athletics Canada and BC Athletics for parallels and supports. Realized alignment is critical so looking at both branch and membership engagement to do so.
 - iii. Human Resources
 - 1. Bookkeeping Service
 - a. Provided as part of the Finance Report
 - iv. Governance Review Update
 - 1. viaSport Evaluation and appeal discussed under Correspondence.
 - 2. Need to look at the new Athletics Canada policies embedded under Safe Sport (link provided) and review BC Athletics policies for alignment with the Athletics Canada Codes of Conduct and the process for submitting complaints. Working Committee to be presented at the Semi Annual General Meeting. Also looking at IAAF and human rights laws as a part of the review.

- v. Annual BC Athletics Awards Banquet
 - 1. February 2, 2019 Richmond Executive Inn
 - 2. Organizing Committee is looking for members.
 - 3. Venue for workshops still to be determined.
- f. Membership Report – Sam Collier
 - i. Written Report circulated
 - 1. Items of Note
 - a. Annual membership (January to December) numbers as of 2016, 2017 and 2018 provided. Numbers have increased which shows people are interested. It was noted that members get a bonus by signing up September 1st or later as they get the remaining year plus the following year. Large amount of memberships expected in April and May. Annual report to be updated and provided on the website once the year has completed.
 - b. Annual reporting for BC Sport Information site due the end of April which is a tight deadline to meet as need to report every individual member. Issue with the schools not always providing a list of the members (names are not requested, just gender and age). One of the downsides to having more schools and districts join is the need to report every athlete at every school in every district. Sam is starting to create the individual membership data files now in hopes of submitting on time.
 - ii. Approval of Individual Memberships – Circulated
 - 1. Motion to approve the list of individual memberships received from July 20, 2018 to November 16, 2018 as provided – J. Gillis/D. Willis – Passed
 - iii. Approval of Club Memberships – Circulated
 - 1. Motion to approve the renewing clubs for the 2018 membership year: Trinity Western University, Victoria Marathon Society and Seymour Track & Field Club – D. Willis/J. Hinze – Passed
 - a. It was noted that the Seymour Track & Field Club membership would carry over to the 2019 year.
 - 2. Motion to approve the new club membership, for the 2019 membership year, for Diamond Sprinting Track – C. Johnson/M. Harding – Passed
 - a. Sam noted there were 2 responses received from the affiliate clubs, one of which had a concern that the club appeared to be like a business rather than a track club. Sam further noted the club met all their requirements.
 - 3. Motion to approve the renewing clubs for the 2019 membership year, as per the list (as of November 16, 2018) circulated, including those which are complete (meeting all requirements) and

those pending completion of their requirements. – J. Hinze/D. Willis – Passed

4. Motion to approve the school clubs memberships for the 2018-2019 school year, as per the list circulated. – J. Hinze/J. Gill – J. Emerson abstained – Passed

iv. Key Indicators

1. None

v. Initiatives

1. Meeting with a vendor on Wednesday to discuss program for online event management. Hoping functionality will streamline administration and be a benefit to the membership. Idea envisioned a portal or page on the website for event organizers to go to, to list the event details, sanctioning, submit results, submit post event submission forms and fees. Would also like to see a link to the membership database and a collective calendar of events.
 - a. Clif has been approached by two events registration systems. Looking at Trackie as an option to build as well.

vi. Urgent Matters

1. Issue with the criminal records check situation, however provincial registrars are dealing with Athletics Canada to get better tracking. Sam asked for ways to enter the information for the criminal records check for each member who is required to have one and automatic alerts when they are due. Criminal Records checks are good for five years and honoured by BC Athletics for four. Need the date the check was submitted/initiated and the date it was received and then have it populate the date four years from that. There are currently 535 in the system that are showing as not having a criminal records check.
 - a. For the 2019 membership year, any associate, coach or official membership without an initiated date will not be able to register. Sam will get an alert 30 days later to follow up however registrars are not happy with this. Sam will be tracking the process and will look at what changes she can do to make the process easier.

g. Marketing & Communications – Mark Harding & Staff

i. Written Report circulated

1. Items of Note
 - a. Marketing Committee has met several times and a summary, including the completed, current and outstanding initiatives was provided in the written report.
 - b. Motivated by feedback from the zones to increase social media presence with a social media plan and a social engagement plan.

- c. Noticed BC Athletics is behind in corporate sponsorship revenue and suggested a government outreach program.
- d. Next steps are to assign a timeline and resources against the current and outstanding initiatives.
 - i. Chair asked if there was a staff member who would take on the role with social media. Currently with Chris, Clif and Sabrina, to post stories by their department, but still need a lead individual. Will meet in the coming weeks to discuss budget on promoted posts.
 1. Chair asked if there is any way to measure the social media presence? Mark noted there is nothing at this time but Cliff noted they do track their followers on a quarterly basis. Where money is spent, not currently tracking engagements, just the cost of staff time. Clif noted the current focus is on recognizing members and celebrating their accomplishments. Mark noted the best way to progress the social media presence, is to have an individual allocated to do it.
 2. Cathy asked if pictures (for posting) were requested from around the province, and if not, where does the content come from. Clif noted requests are made for photos and will ask teams to tag BC Athletics on social media. Rely on the members, coaches, audience, Directors, etc. Cathy further asked, if as representatives, would it be helpful to ask clubs to tag in their photos and will repost or take photos and email them. Need to be proactive about messaging and approaching media at the events. Sabrina noted BC Athletics does a good job of recognizing accomplishments but the Junior Development programs don't seem to get as much promotion.
 3. Mark noted they are currently throwing around ideas, including a quarterly newsletter. Need to work on taking initiative to spread the corporate message. Looking at potential media training. Also need the organization to come up with the strategic messages.

- ii. Vancouver Sun Run 2019
 - 1. Cap Stone Event Management Group is the new ownership group. Event to stay status quo for 2019 but eliminating levels of sponsorship which is why BC Athletics has been downgraded to Official Supplier.
 - 2. Awaiting new partnership agreement as will be changing from previous agreements. Benefits will not be the same as status is being downgraded to Official Supplier (not Silver Sponsor).
 - 3. Kahunaverse Partnership being finalized. Really drives BC Athletics discounts for team uniforms; club discounts for uniforms; equipment purchases; individual member discounts; rebates to BC Athletics.
 - 4. Ota asked about the financial benefit back to BC Athletics. Amount received per entrant and for those that are not members of the organization, receive a sliding scale of reimbursement. Total of \$18,000. It was noted that BC Athletics pays for the insurance.
- h. Programs & Technical Development – Tyler Heisterman & Staff
 - i. No Report provided
 - ii. Run Jump Throw Wheel – Sabrina Nettey
 - 1. Written Report circulated
 - a. Items of note
 - i. Initiated a new Physical Education Leadership program. Fairly popular at North Delta in October. Kootenays and North Island interested. Difficult getting learning facilitators available during school hours. In Lower mainland, Sabrina can deliver the program but hard to justify the cost to send to places like Creston.
 - ii. Continue to source and apply for grants. Applied for three and just notified successful with the Community Sport Participation grant.
 - iii. Sabrina noted the Junior Development Committee AGM minutes were not sent for this meeting and Brian asked Sabrina to send the minutes to him.
 - 1. Sabrina noted the Committee would like to initiate a two year out bid for championships. Currently bids for 2019 were bid on this past fall (2018). Hoping in 2019 to accept bids for 2021. Provides a greater opportunity to confirm facilities and get partnerships in place. Also approved a motion, to recommend to the board for approval, to increase the entry fees for the Junior Development Track & Field

Championships for Individual Events from \$7 to \$8 and for Relays from \$8 to \$20 (per team). It was noted that the motion should have been presented at this meeting in writing, but is being accepted as brought forward verbally.

- a. Chair asked for an explanation to the increased relay entry fee. Sabrina noted there are medals for four athletes in each event versus one for individuals. Previous cost not covering the cost of the medals. Brian noted medals are provided by the association at no cost and association receives 25% of the entry fees. Sabrina noted it was discussed following the AGM with the representatives who attended and support was positive.
 - b. Motion to accept the recommendation to increase the Junior Development Track & Field Championship individual entry fees from \$7 to \$8 and increase the relay entry fees from \$8 to \$20 for the 2019 season – D. Willis/J. Hinze – Passed
2. Also of note, championships participation of Junior Development registrants down from last year but still relatively high. At Junior Development awards banquet, 64 athletes recognized. Down from previous year but still typical numbers.
 3. Darren added, from the meeting, he's orienting them better and understanding what they are there to do. Engaging more proactively as a group and planning their year with the ultimate goal of an orientation package for them to feel more included as they were not sure what they were doing and why they were there. Greg asked if this should be brought forward at the board meeting with the committees to ask if there is a way Board can help support them and

provide better definition of their committees and roles. Confirmed that they know the banquet roles and responsibilities but need to advise on authority or lack of authority they have; therefore advise them that they can recommend changes but recommendations need to be approved by Board

4. Brian reminded Board liaisons to bring forward the names of the committee members to the Board for approval.

iii. Track & Field – J.D. to Masters

1. Junior Development – Sabrina Nettey

- a. Written Report circulated

- i. Items of Note

1. Provided as part of the Junior Development Committee report above.

2. Track & Field (15 to 35 yrs) – Chris Winter

- a. Written Report provided

- i. Items of Note

1. Brian noted AAP application deadline was November 1, 2018 and athletes to be identified February 2019. 175 athletes to be nominated for the Targeted Athlete Program: 38 Provincial Development Level 1 athletes, 25 Canadian Development athletes and 23 Canadian Elite athletes.
 2. Throws Project Summit was on remembrance day weekend and was quite successful. Planning another for next year.
 3. Throws camps scheduled for next year, along with sprints and hurdles camp.
 4. Selection criteria for Junior/Senior Track & Field Teams updated, as well as requirements for team staff considerations.
 5. List of training camps and conferences included in report. Lots of opportunities for athlete development and engagement.
 6. Competition program – Chris working with Clif to set up a Pacific northwest endurance series.
 7. BC will host 2019 and 2020 10,000 meter track championship. Target location is Swangard Stadium. Branding as Pacific

Distance Carnival. 1500 meter high performance run, 5000 meter and evening culminates with 10,000 meter championships, both male and female high performance athletes. Conditional approval by Athletics Canada with formal approval at the Semi Annual General Meeting. City of Burnaby on board and sport tourism burnaby grant coming. Will be looking for sponsorship once official approval is received.

8. Nominations submitted for Sport BC Annual Athlete of the Year Award, by Track & Field and Officials Committees. List of nominees provided in the report.
9. Short listed athletes for the BC Athletics awards and have selected the winners. Will be announced at the banquet in February.

iv. Road and Cross Country Running – Clif Cunningham

1. Verbal Report provided

- a. Several championships and race series wrapped up recently.
- b. Whistler 50 participation similar to last year, down three teams. New Race Director. Currently evaluating for improvements to next year and how to grow numbers.
- c. Race Directors Conference – March 2, 2019. Targeting 50 athletes, road and triathlon. Will push out to membership once topics are finalized.

2. Road Running Committee – Jordan Myers

- a. Written Report provided
- b. Top 100 Road Running Events Participation Numbers – Frank Stebner – Circulated

v. Coaching – Jennifer Brown

1. No Report provided

- a. Brian provided update. Upcoming Sport Coach course in Maple Ridge November 30, Dec 1 & 2 (includes making ethical decisions). Performance Coach (old level 3) happening for sprints, hurdles and endurance February 15, 16, 17 & 18 at the Richmond Olympic Oval. Reviewed the Throws Summit and International Coaching Conference (both held in October). Both quite successful. BC Athletics contributed \$1000 to the conference. Also being reviewed to determine support next year.

vi. Performance Programs – Brian McCalder

1. BC Endurance Project – Richard Lee
 - a. Written Report circulated
 - i. No Items of Note
 - ii. Brian noted the program is reaping benefits with athletes now looking towards qualifying for the 2020 Olympics in Tokyo. This is a big focus for the training group right now.
 2. BC Throws Project – Chris Winter
 - a. Provided as part of Track & Field Report
 - b. Brian noted the Throws Summit was a BC Throws Project initiative.
 3. BC Sprints/Hurdles Project – Chris Winter
 - a. Provided as part of Track & Field Report
 - b. Warm weather training camps February and March next year. Hope to combine in the same place and use economies of scale. Athlete and Coach as a condition of participation. Uptake last year quite good. Provided feedback and technical competence.
 - c. Brian noted the Endurance Project was missed being noted in the report. Planning to hold the Cross Country camp again in September of 2019, building on the success of last year.
- i. Events & Promotions – Jordan Myers
 - i. Written Report provided
 1. No Items of Note
 - j. Athletics Canada Update – Greg White & Staff
 - i. 2018 Athletics Canada Semi Annual General meeting – Granville Island Hotel, Vancouver, November 29, 30 & December 1, 2018
 1. Agenda – Circulated
 2. Associated Lower Mainland Christmas Bureau Toy/Gift Drive
 - ii. Athletics Canada/Branch Council Updates
 - iii. Athletics Canada Staffing Updates
 1. CEO Search Complete. Long list review underway. Short list review schedule for January 7, 2019 with final interviews January 17, 2019.
 - iv. Athletics Canada/BC Athletics Meeting
 1. Athletics Canada presentation December 1, 2018 to the BC Coaches and AGM Delegates on the Athletics Canada Selection process – Canadian Athlete Performance Pathway (CAPP); AC AAP (Carding); IAFF Ranking and Olympic/World Championships qualifying
 2. BC Athletics Initiative – Discussion with Athletics Canada (Simon Nathan, High Performance Director) on the Athletics Canada initiatives of Centres of Excellence.

- a. Note: The first such Centre of Excellence was established earlier this year in Guelph, Ont.
 - k. Sport BC – Greg White
 - i. Sport BC Athlete of the Year Banquet – March 13, 2019
 - 1. Award Nominees submitted
 - 2. President’s Award Nomination – Circulated
 - a. Chair asked that any recommendations are brought forward to himself and Brian.

10. New Business:

- a. LGBTQI2S (Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersexual, Queer, Questioning, 2 Spirited)
 - i. Welcoming, Inclusion, Accommodating in Athletes
 - ii. viaSport Resources for Provincial Sport Organizations – Circulated
 - 1. Board needs to address, as BCA does not have a policy on Transgendered. Need to look at how it relates to athletics given it’s based on performance and ratings. Look at how LGBTQI2S affects those in running competitions and may need to look at a third category. May help to look to other organizations (ex. Alberta). Brian recommends establishing a sub committee of the Board to start looking at. Athletics Canada is also looking at. All will need to align with the National human rights law but also international rights. Recommend a small committee of three and bringing in others as needed and as they see fit.
- b. Athletics Canada’s New Initiative
 - i. Safe Sport link – Circulated
 - 1. Noted that this relates to New Codes of Conduct and Ethics Policy from 2017 and 2018, approved at the Athletics Canada AGM.
 - 2. Complaint Process
 - 3. Commissioners Office
- c. Truth and Reconciliation – Chair noted this is an initiative with the provincial government and would like to push out to the clubs. Basically, when starting an event, need to recognize the land that the event is situation on. Would like the Board to look at this so that this can be implemented when they are on indigenous land.
- d. Jasmine, Cathy and Jacob noted their interest as the working group to identify the areas to look at and will bring back to the board. Brian noted the collective could bring in experts to speak and needed.

11. Next Board of Directors meeting will be held on Saturday, January 26, 2019 at 9:00am.

12. Motion to Adjourn – J. Hinze. The meeting was adjourned at 1:33pm.

Director Signature _____

Director Signature _____