



## Officials Committee Annual Report (2022)



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## BC Athletics Officials Committee

### **Mission**

It is the responsibility of the BC Athletics Officials Committee and its members to ensure that all Athletics competitions are conducted in a fair, equitable and safe manner in accordance with rules set by World Athletics.

Responsibilities of the Officials Committee include the following:

- a) Providing assistance to member Clubs and to the Association in recruiting, training, and retaining of officials.
- b) Assisting organizing committees of sanctioned events; advising on recruitment of technical officials and allocation of duties.
- c) Developing and presenting educational (training) programs for certification.
- d) Coordinating certification of officials within the province, in cooperation with the National Officials Committee.
- e) Maintaining a list of the Association's officials with specification of certifications.

### **BC Athletics Officials Committee Annual Report (2022)**

This report documents the Officials Committee's activities in meeting the responsibilities listed above—including our accomplishments and plans in each of the three major areas of the Committee's focus:

- Recruitment of officials.
- Development of officials.
- Retention of officials.

More information on officiating in BC can be found on the Officials page of the BC Athletics website: <http://www.bcathletics.org/Officials/>.

### **Governance**

In 2022, video conferences were used to carry out committee business—along with the various working groups undertaking special projects. Email was also used to discuss and decide on various matters.

The Committee consists of 11 members including an active representative from the BCA Board of Directors. Regional Development Coordinators (RDC) assist with implementing the officiating programs in each of the regions.

Major changes in Committee activities include the following:

- Diversity of input and decision-making—utilizing working groups has led to increased involvement in discussions and decision-making.
- Engagement—increasing interactions with BC Athletics (e.g., clubs) and the National Officials Committee to enhance access to resources and increase awareness of the quality of officials in B.C.
- Modernizing officiating programs—Leveraging the enhanced certification pathway to modernize officiating programs in BC.

More information on the Committee, including members, can be found on the Official's page of the BC Athletics website: <http://www.bcathletics.org/Officials/>.

## Executive Summary

Highlights of the 2022 officiating season include the following:

<b>Membership</b>	<ul style="list-style-type: none"> <li>• 198 officials registered with BC Athletics certified at levels 1 through 5.</li> <li>• An increase of 19% over 2021—resulting from officials returning after COVID impacts and new officials coming through the enhanced certification program.</li> <li>• A decrease of 10% over 2019 (pre-pandemic levels)—showing that COVID impacts persisted through 2022 and/or officials retiring from officiating triggered by the pandemic impacts.</li> </ul>
<b>Activity</b>	<ul style="list-style-type: none"> <li>• An estimated 91 sanctioned meets (as of July 31, 2022). The meets ranged in time and complexity from 2 hr. local meets to a 4 day national championship meet.</li> <li>• The volume of meets was similar to 2021 (88 meets). However, the meets this year were generally larger with more officials, competitors and events. We are very close to returning to pre-pandemic numbers of meets (e.g., officiated 99 meets in 2019).</li> </ul>
<b>Recruitment</b>	<ul style="list-style-type: none"> <li>• 14 officials reaching Level 2 certification (as of November 4, 2022)—compared to 27 in 2021. This decrease from last year may be partially due to the restrictions around the number of clubs that officials could officiate meets for in 2021, which resulted in some clubs supporting the development of officials from within their membership.</li> </ul>
<b>Development</b>	<ul style="list-style-type: none"> <li>• 14 officials upgraded to Level 3 (as of September 15, 2022)—double the number of upgrades to Level 3 in 2021 (7).</li> <li>• Our upgrading pipeline of officials working to higher certification levels has grown to 49 from 40 in 2021.</li> </ul>
<b>Retention</b>	<ul style="list-style-type: none"> <li>• The Officials Retention Program, as described in Appendix III, was carried out in 2022.</li> </ul>

Strategic initiatives started in 2021, continued in 2022, and envisioned to continue into 2023, include the following:

- **Implementation of the enhanced certification pathway for officials**—streamlining the pathway to level 2 official (completed in 2021); enhancing the training, experience and evaluation elements of officials on the pathway to levels 3-5; and reducing the administrative effort of BC Athletics and the Officials Committee. This includes:
  - **Mentoring**—coaching and guiding our officials in their development and retention—encouraging officials to stay involved and progress deeper into the certification pathway
  - **New workshops**—providing technical training for level 3 officials. These workshops are planned for delivery prior to the 2023 outdoor season.
  - **Evaluator vs. Mentor**—separating the evaluating and mentoring activity to increase the quality and effectiveness of the program. Training for senior evaluators was delivered in 2022 with training for evaluators of level 3 officials planned for 2023.

## Overview of 2022

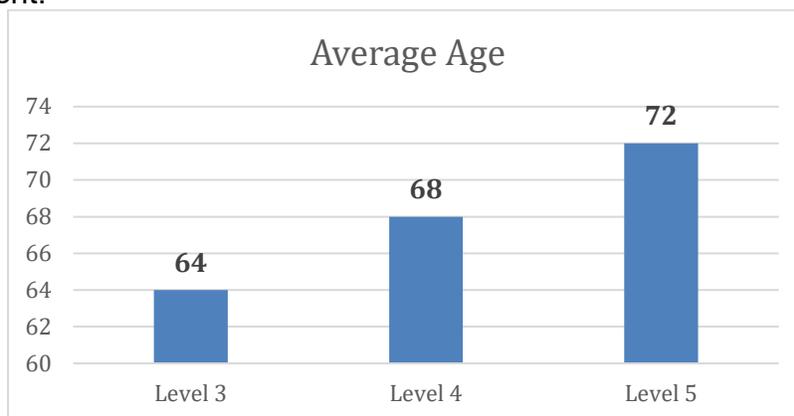
### Membership

As of July 31, 2022, there were 198 individuals registered with BC Athletics as officials with certification between levels 1 and 5. The table below shows the distribution of officials by certification level and region. Officials are counted by their highest certification level while recognizing many of our senior officials have more than one certification at different levels in different disciplines.

Highest Certification Level	Region 1-2	Region 3-4-5	Region 6	Region 7-8	Total
1	9	29	1	2	41
2	22	25	11	1	59
3	16	26	3	0	45
4	6	6	8	0	20
5	10	12	11	0	33
<b>Total</b>	<b>63</b>	<b>98</b>	<b>34</b>	<b>3</b>	<b>198</b>

### Average age of senior officials

The table below summarizes the average age of officials with higher-level certifications (levels 3-5) illustrating that our more senior officials are also our oldest—supporting our need to develop more senior officials as our current officials near retirement.



## Recruitment of Officials

### Recruitment Results in 2022

The Recruitment Working Group of the Officials Committee led the New BC Officials Class of 2022 with the following activity (as of November 4, 2022):

Activity	Result (2022)	Prior Year (2021)
<b>Level 1</b>		
Prospective officials entering Pathway to Level 1 in 2022	17	50
Prospective officials on Pathway to Level 1 (including previous year)	88	n/a
<b>Officials recognized as Level 1 in 2022</b>	<b>20</b>	<b>47</b>
<b>Level 2</b>		
Prospective officials entering Pathway to Level 2 in 2022	31	75
Prospective officials on Pathway to Level 2 (including previous year)	131	n/a
<b>Officials achieving Level 2 Certification in 2022</b>	<b>14</b>	<b>27</b>

Registration into the New Officials Class of 2022 dropped from 2021 levels. This was expected due to the high number who signed up in 2021. An excellent effort was made in advertising the 2022 initiative including newsletters and social media with a supporting website. Going forward, the Recruitment Working Group will consider additional advertising and additional target audiences to raise awareness of the New Officials Class of 2023 and the benefits of being an official. We found the “word of mouth” approach worked well at meets in the July timeframe—giving us a head start on the New Officials Class of 2023. BC Athletics staff support in 2023 would be extremely helpful in this area.

The official’s section of the BC Athletics website was enhanced to provide more targeted information on the certification pathway, including requirements and on-line registration. A short recruitment video is under development to aid the awareness of becoming an official. The video will show the various activities that officials do and promote the fun and

community environment in which we officiate in. The video should be ready in time for the 2023 season.

The registration fee of \$25 for pursuing the pathway to Level 2 was re-implemented in 2022. The re-implementation of the registration fee was supported with informal surveys of officials, clubs and prospective officials. No feedback was received suggesting it was a deterrent to becoming a Level 2 official.

### **Level 1**

The pathway to level 1 continues to play an important role in helping prospective officials determine their interest in pursuing the pathway to becoming an official. The pathway to level 1 is targeted at those who do not have a background in athletics and want an overview to determine if they wish to invest the time and energy in becoming a level 2, and higher, official. The upgrading requirements and officiating expectations of a Level 1 official under the modernized pathway is significantly different from the previous pathway that was phased out in 2021—focusing the level 1 official on what athletics is and the role of an official.

### **Level 2**

We are working towards our target of 75% of prospective officials in the pathway to Level 2 completing the pathway within 2 years. At time of writing, many officials in the pathway to Level 2 are working on completing their experience sessions and submitting their documentation for upgrading. We currently have 14 upgrades to Level 2 and expect several more this year. The addition of the mentoring program in 2023 will help in making this target consistently achievable.

Officials in pathway to Level 2 receive the following recognition items:

- Officiating polo shirt (upon completion).
- Personal name tag (upon completion).
- World Athletics rule book (upon registration).

## **Other activities in 2022**

### **Recruitment of Officials in North**

- BC Athletics obtained a grant that enabled us to support 5 prospective officials on the pathway to level 1 and 2. The grant covered expenditures

for the five to travel to Kamloops to gain officiating experience at the Jamboree (July 8-10). That experience, combined with experience at the BC Summer Games in Prince George (July 22-24), resulted in one successful upgrade to level 2 official and the other 4 in various stages along the pathway to level 2 official. In addition, several volunteers working the BC Summer Games expressed interest in officiating and have signed up for next year's New Official Class of 2023. Further grants may be necessary in future years to cover the higher costs in developing officials in the North (e.g., travel to meets in other areas to obtain the necessary officiating experience).

### **Summary of Progress against BC Athletics Strategic Plan**

Tactic/Action Item	Status
Advertise and promote New Officials Class of 2022 and 2023	Complete for 2022
Offer and support New Officials Class of 2022 and 2023 to clubs in all regions	Complete for 2022
Offer and support New Officials Class of 2023 to schools in all regions—including students and teachers plus Junior Official Program	Planned for 2023
Offer and support New Officials Class of 2023 to other BC Athletes members (masters athletes, retiring athletes) and new audiences outside of BC Athletics	Planned for 2023
Register, monitor and track New Officials Class of 2022 and 2023.	Complete for 2022
Implement mentoring program and assign mentors to prospective officials in New Officials Class of 2022 and 2023	Deferred to 2023
Develop officials in Prince George (for BC Summer Games)	Complete for 2022
Recruit officials for non-stadia events (with Development Working Group)	In progress

**Recruitment Plans for Next Year (2023)**

Recruitment plans and activities for 2023 will be based on the strategies listed in the BCA Strategic Plan. Highlights of activities in 2023 are envisioned to include the following:

- Implementing the mentoring program. We have historically observed a high drop-off rate amongst prospective officials on the pathway to Level 2 Official. Mentors will help keep momentum amongst prospective officials to finish the pathway to Level 2 and encourage them to continue to Level 3. The modernized certification pathway is built around building and maintaining a large pool of trained and experienced Level 3 Officials. Mentors for officials on the pathway to level 2 will be assigned by the Mentoring Coordinator based on similar demographics (e.g., age, location) and typically from our pool of level 3 and 4 officials. Becoming a mentor will be an opportunity to engage more of our level 3 and 4 officials in the administrative aspects of delivering our officiating programs.
- Pursuing new target audiences (e.g., schools, master and retiring athletes) will increase the number of prospective officials entering the pathway to level 1 and 2.
- Continuing to look for ways to minimize administrative processes and resources while maximizing the success at progressing officials through the pathways.
- Increasing the communications around requirements and status of officials in the pathway to Level 2.

## Development of Officials

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### Development Results in 2022:

#### Training and Education

The majority of training and education in 2022 continued to be via electronic delivery and is envisioned to be a useful delivery mechanism for the foreseeable future. The use of face-to-face workshops returned in 2022 with the easing of COVID-19 restrictions.

Training and education in 2022 included the following activities:

- **Webinars**—the Development Working Group of the Officials Committee organized 5 webinars to BC officials on officiating para events. The webinars, delivered in the February to April, 2022 timeframe, provided information to prepare officials to officiate para-athletes at any meet, and in particular, at the 2022 Canadian T&F Championships in Langley. Attendance was good for all 5 webinars (41 registrants for the introductory webinar; 34 for Para Track; 36 for each of Para Jumps and Para Throws; and 24 for Para Call Room). Evaluations were submitted only sporadically but the webinars were generally well-received.
- **National (level 4) Clinic**—a national (level 4) clinic in horizontal jumps was delivered in conjunction with the 2022 Canadian T&F Championships in Langley. The clinics are mandatory for officials in the upgrading pathway to level 4 while other interested officials at levels 3-5 are welcome to attend. Further clinics will be offered in conjunction with the 2023 Canadian T&F Championships.
- **National Evaluator Workshop**—two workshops were delivered by the National Officials Committee to certify officials for conducting evaluations of level 4 and 5 officials. The workshops were delivered in Victoria and Vancouver in early April, 2022. Workshops to certify officials to conduct evaluations of level 3 officials are planned for 2023—subject to the availability of workshop materials.
- **Discipline Specific Mentoring**—the NOC Event Leaders program, started in June, 2021 as a Canada wide program, is designed to provide information and professional development opportunities for officials within each of the disciplines. Several of BC's officials are facilitators of the groups.

#### Upgrading

The table below summarizes upgrading activities as of September 15, 2022. An encouraging number of officials upgraded to Level 3. More upgrades are envisioned for 2023. Progress on officials upgrading to level 4 and 5 returned this

year with 13 evaluations planned for the 2022 Canadian T&F Championships. This will continue next year with the 2023 edition of the Canadian T&F Championships. In addition, we maintain a healthy upgrading pipeline of 49 officials working on progression to higher levels that typically take several years to complete (i.e., levels 3-5).

A list of officials upgraded in 2022 can be found in Appendix II.

Level	Number Upgraded (as of Sept. 15, 2022)	Number Upgraded Prior Year (2021)
3	14	7
4	0	0
5	0	0
Other	0	2

### **Summary of Progress against BC Athletics Strategic Plan**

Tactic/Action Item	Status
Conduct and review (annually) a needs analysis to identify gaps in disciplines and levels in all regions and sectors.	Complete for 2022
Develop and maintain (annually) a course calendar of workshops and clinics for developing BC Athletics officials - publish calendar on BC Athletics Calendar of Events, officials' section of the BC Athletics website and other communication vehicles (newsletters, town hall).	Complete for 2022
Manage and increase officials in the Upgrading Pipeline for levels 3 to 5: - targeting advertising - mentoring program for officials in upgrading pipeline - Strategically staff meets to provide experience for officials in upgrading pipeline—providing a range of experience in a variety of locations and meets - Coordinate with NOC to schedule evaluations for officials in the Upgrading Pipeline (levels 4 and 5)	Complete for 2022
Utilize opportunity of Canadian T&F Championships and other “N” and “NC” level meets to upgrade officials	Complete for 2022

Tactic/Action Item	Status
Organize and deliver para-athletics training for BC Athletics officials	Complete for 2022
Develop and deliver training for officiating non-stadia events (cross country, road racing, mountain running, ultra-running)	In progress
Recruit and develop BC Athletics Officials for senior technical disciplines	Deferred to 2023
Maintain and enhance list of BC Athletics officials with specifications of certifications	Complete for 2022
Recruit and develop BC Athletics officials for roles of mentors, clinicians and evaluators <ul style="list-style-type: none"> <li>- Identify candidates</li> <li>- Schedule and deliver workshops for mentors, evaluators, clinicians.</li> </ul>	In progress

### **Development Plans for Next Year (2023)**

Development plans and activities for 2023 will be based on the strategies listed in the BCA Strategic Plan (2022-2024). The development plan for 2023 will build on the strong work done in recruitment over the past 2 years, working to upgrade the large number of level 2 officials to Level 3. Highlights of activities in 2023 are envisioned to include the following:

- Increasing the Committee's effort in developing more officials to levels 3-5 to replace the anticipated retirement of current level 3-5 officials. This includes:
  - Encouraging Level 2 officials to upgrade to Level 3.
  - providing opportunities for officials in the upgrading pipeline to gain experience in a range of competitions, locations and supervision.
  - Data analytics to highlight the gaps in certification levels in each of the regions.
- Delivering level 3 clinics—the National Officials Committee has released clinics for use in training of officials pursuing the pathway to level 3 certification. The clinics will be the first step in the pathway, followed by experience sessions to practice and build skills in being a level 3 official. BC Athletics staff support will be extremely helpful in organizing and executing the delivery of the level 3 clinics.
- Implementing the mentoring program for officials at levels 3 to 5. Mentoring will start with officials in the pipeline for upgrading to levels 3

to 5. Mentors and mentees will agree on their pairing while typically being in the same discipline with the mentor having a higher certification level.

## Retention of Officials

### Retention Results in 2022

#### Program Review

The retention program was reviewed by the Officials Committee in 2022. Two elements were dropped from the program—the Annual Recognition Item and Upgrading Gift Item. Rationale for dropping the two items includes the following:

- Survey of officials at 2020 Annual Meeting showed average value for these items. These two items are amongst the most expensive in the program but not valued as highly as other items.
- Recognition item overlapped other recognition items such as annual meeting social and AC-NOC service pins.
- Committee will focus on other means to recognize officials' contribution to officiating such as items that build community (annual meeting social) and the additional activities under the new certification pathway (e.g., clinicians, mentors).
- Development Working Group will consider the need for upgrading incentives in the future. In a year or two, we will look at progress at developing officials into higher levels and assess if any enticements are needed to help address this objective.

Retention activities in 2022 are listed in the following table (as of July 31, 2022). Appendix III describes the Retention Program in more detail.

Retention Activity	2022 Plan	2022 Actual
BC Athletics Annual Awards	8	Target Feb./23
Athletics Canada Annual Awards	1	In Progress
Annual Meeting	1	In Progress
Town Hall Session	1	March 31, 2022
Uniform Golf Shirt and Personal Name Tag (Level 2 officials)	13	In Progress
WA Rule Book (2022 Edition)	275	Complete for 2022
WPA Rule Book (2022 Edition)	50	In Progress (2022-2023)
Greeting Cards	TBD	TBD
Athletics Canada (NOC) Service Pins	60	In Progress
Athletics Canada (NOC) Service Award	--	--
Service Recognition (Official's Newsletter)	12	In Progress

**Summary of Progress against BC Athletics Strategic Plan**

Tactic/Action Item	Status
Review retention and recognition program to confirm components are valued by BC Athletics officials and achieving intended objectives	Complete
Deliver program to recognize achievements and build community (e.g., awards, annual meetings)	On going
Deliver program that encourages officials to complete upgrade to Level 2 certification—jointly with Recruitment Working Group (i.e., provide rule book to registrants of pathway to Level 2 and officiating shirt and name tag to participants achieving level 2 certification).	On going
Deliver program that encourages officials to upgrade to higher certification levels and/or acquire certification in other disciplines—jointly with Development Working Group	On going
Deliver program that recognizes officials who undertake additional duties and responsibilities (e.g., mentor, clinician, evaluator, special projects)—jointly with Development Working Group	Planned for 2023
<b>Support Services</b>	
Distribute 2022 edition of WA Rule Book to BC Athletics officials	Complete for 2022
Officiating equipment—Identify requirements, acquire and track small equipment needs for officiating all sectors (T&F, RR, X-C, TR, MR, UR) in all regions	On going
Communicate—with BC Athletics officials via town hall meetings, website, social media, newsletters, social acknowledgements, and annual meeting—to build community, share officiating opportunities, announce events, and provide updates	On going
Provide assistance to BC Athletics member clubs in recruiting, developing and retaining officials.	On going
Provide local and regional Meet Directors with list of BC Athletics officials available to officiate local and regional meets.	On going
Staff BC Athletics officials at provincial championships and higher level (sanctioned) meets that incorporate upgrading requirements (e.g., experience and evaluations)	Complete for 2022

**Retention Plans for Next Year (2023)**

Retention plans and activities for 2023 will be based on the strategies listed in the BCA Strategic Plan (2022-2024). Highlights of activities in 2023 are envisioned to include the following:

- Delivering the Retention Program (see Appendix III).
- Encouraging Clubs to strengthen recognition programs for their own member officials (community recognition events, Club official awards etc.).
- Debriefing (interview) officials retiring or leaving the sport.

## Support Services for Officials

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### Support Services

Our support services focus on ensuring officials have the information, equipment and financial resources to meet the competition requirements of all regions.

### Staffing Major Meets

Our Provincial Staffing Coordinator(s) were kept extra busy this year. In addition to coordinating staffing of officials at provincial championships, the staffing of officials for the Canadian National T&F Championships added an extra workload.

The staffing coordinators worked closely with the Development Working Group to staff officials in the upgrading pipeline at meets that will provide them the range of experiences necessary to progress through the certification pathway.

### Information—2022

Major information vehicles utilized in 2022 included newsletters, emails, website, social media and a town hall session.

#### **Newsletters**

The bulk of our regular communication to officials is carried out through an Officials Newsletter, which is sent out by email to all interested officials and others, and posted on the website. The newsletter contains information on meets, updates on officiating matters and items of interest to support the officiating community (e.g., profiles of officials).

The BC Athletics Record is also used to reach a wider audience (e.g., recruitment of officials) and ensure communication of important information (e.g., meetings, training programs).

#### **Direct Emails**

Direct emails to officials are used to communicate information requiring distribution in a timely manner or ensuring coverage (e.g., meetings, training programs).

#### **Officials Website**

The Officials web page, part of the BC Athletics website, provides access to news as well as forms and practical and technical information for officials

and other interested parties. The Officials Committee also maintains a manual for assisting meet directors host competitions—which is available on the website.

The website was enhanced in 2022 to support the recruitment of officials to levels 1 and 2—including information on the certification pathway, along with online registration for the New Officials Class of 2022. All prospective officials will now register for the pathway to level 1 and 2 via the website. As time and resources permit, enhancements to the website will continue to increase the navigation and organization of information for all officials.

**Social Media**

Social media was used to raise awareness of our recruitment initiatives. This will continue in 2023.

**Town Hall Session**

A town hall session was held on March 31, 2022 to communicate officiating plans and activities for 2022 along with answering questions from officials. The 90-minute session was well attended with over 60 registrants. Based on feedback received, we will make this an annual event.

**Data Project**

The Committee continued their project to review and enhance the quality of data we collect and maintain on officials. Progress was less than planned due to lack of resources and complexity of the task. An enhanced data set on officials will aid in mentoring and developing officials leading to increased retention. Better data will also help in forecasting the number and type of officials we have in the future—identifying gaps to address through recruitment, mentoring, development and retention.

**Equipment—2022**

The following officiating equipment has been purchased this year (as of July 31, 2022):

- Tape for throwing events--\$16.04.

**Financial Resources—2022****Expenditures against the BC Athletics Budget (as of July 14, 2022)**

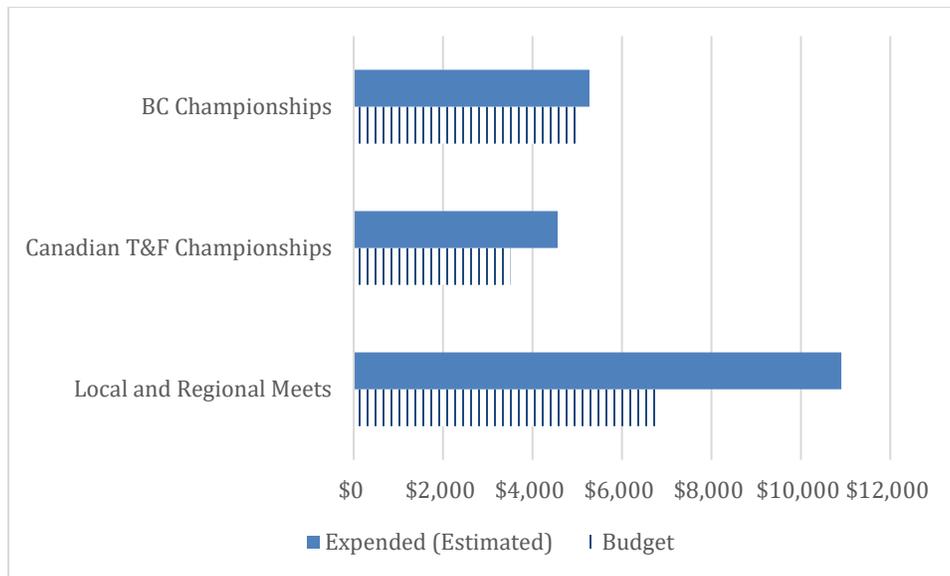
BC Athletics		Officials' Accounts				
2022-2023 Fiscal						
YTD Statement as of 14 July 2022		Actual YTD	DRAFT Budget	Actual YTD	Operating Budget	Prior Year Audit
		2022-23	2022-23	2021-22	2021-22	2020-2021
<b>Revenue:</b>						
42100	IAAF Rule Books	\$ -	\$ 200.00	-	200.00	-
42660	Officials Cert - Level 1-5	\$ 250.00	\$ 800.00	-	800.00	
42680	Officials - Road Running Seminars	\$ -	\$ 500.00	68.55	500.00	4.20
43670	Officials Donations - from deferred revenue	\$ -	\$ 5,000.00	-	1,000.00	
46200	Officials Memberships	\$ 23.75	\$ 2,000.00	2,763.75	1,500.00	742.50
48520	Officials- Recognition	\$ -	\$ -	-	-	-
Total Revenue		\$ 273.75	\$ 8,500.00	<b>2,832.30</b>	<b>4,000.00</b>	<b>746.70</b>
<b>Expenses:</b>						
61115	Officials Cttee Meeting	\$ -	\$ 2,100.00	273.66	2,000.00	36.30
63055	Rule Books	\$ -	\$ 2,500.00	3,562.35	1,000.00	
64085	Officials Cert - Level 1-5	\$ -	\$ 2,250.00	735.41	3,000.00	
64100	Officials Competition Travel	\$ 17,336.75	\$ 24,000.00	5,919.79	13,000.00	1,483.85
64105	Officials Technical Training (Non-Certification)	\$ 1,828.38	\$ 3,500.00	347.96	700.00	-
64120	Officials Clinician, Mentor, Evaluator Training	\$ 235.33	\$ -	682.85	1,000.00	
66225	Officiating Equip - Stadia	\$ 16.04	\$ 1,000.00	1,132.63	1,500.00	1,334.13
66235	Officiating Equip - Non-Stadia	\$ -	\$ 500.00	336.00	500.00	341.20
69702	Officials - Recognition	\$ 40.14	\$ 2,000.00	1,399.90	2,000.00	
Total Expenses		\$ 19,456.64	\$ 37,850.00	<b>14,390.55</b>	<b>24,700.00</b>	<b>3,195.48</b>
<b>Net Revenue/(Expense)</b>				<b>(11,558.25)</b>	<b>(20,700.00)</b>	<b>(2,448.78)</b>
<b>Deferred donations detail</b>						
						700.00
Total Donations Rcvd				-	-	700.00
25650	Net Balance forward, prev years	14,746.83	14,746.83	13,931.83	13,931.83	13,231.83
Deferred Revenue Consumed in 2021				(2,562.35)	(1,000.00)	-
<b>Deferred Donations Remaining</b>		<b>\$ 14,746.83</b>	<b>\$ 14,746.83</b>	<b>\$ 11,369.48</b>	<b>\$ 12,931.83</b>	<b>\$ 13,931.83</b>
<b>Notes</b>						

**Officials Competition Travel**

Expenditures on officials travelling to meets continues to be our largest expense item—showing no signs of changing any time soon. Travel expenditures in 2022 will be significantly higher due to the following:

- Addition of the Canadian T&F Championships requiring officials from all across BC.
- Higher travel costs resulting from higher gasoline prices and an increase in the mileage rate provided to reimburse officials.
- Significantly higher number of officials making expense claims due to the higher cost of gasoline—148 claims from 70 officials were submitted by July 31, 2022 compared to 78 claims from 38 officials in 2019.

**Officials Competition Travel—by type of meet (as of July 14, 2022)**



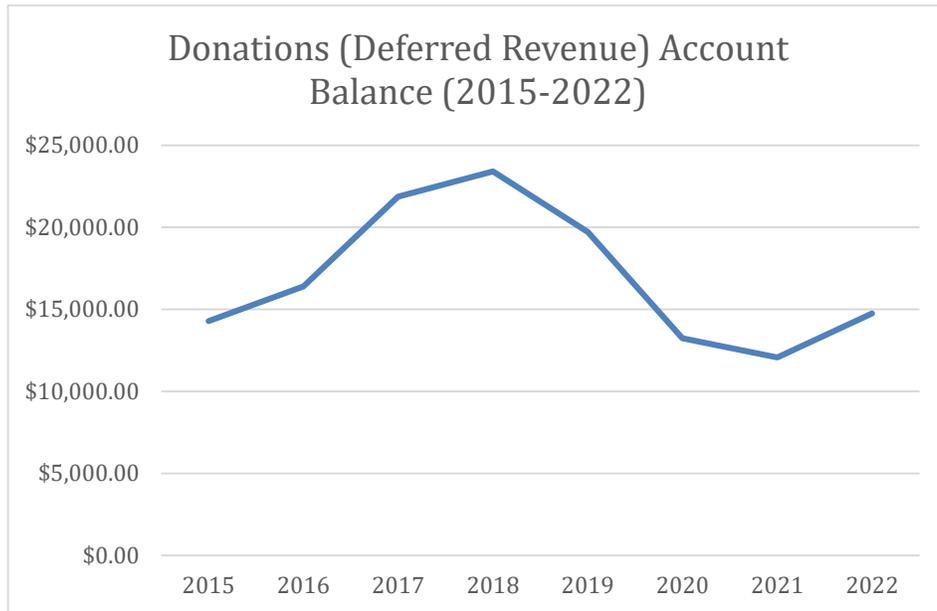
Expenditures on Local and Regional Meets are from the following regions (estimated):

- Region 1-2—7%
- Region 3-4-5—49%
- Region 6—44%
- Region 7-8—n/a as of July 14, 2022

**Donations (Deferred Revenue) Account**

As of July 14, 2022, there were no donations received this fiscal year.

The current balance in our Donation Account is \$14,746.83 (as of July 14, 2022). This account is used to cover contingencies against travel expenditures higher than budgeted and for strategic initiatives in recruitment and developing officials.



**Support Services Plans for Next Year (2023)**

Support services activities in 2023 will include continuing to provide information, equipment, and financial resources as we have in previous years.

## Appendix I—Workshop Activity in 2022

### Workshops (2022)

As of July 31, 2022

Date	Topic Location		Clinician	# Participants (Estimated)
<b>Officiating Para Athletic Events Webinar Series</b>				
Feb 16/22	Introduction to Para Athletics (Part 1)		Fannie Smith, Athletics Canada	41
Feb 23/22	Introduction to Para Athletics (Part 2)		Fannie Smith, Athletics Canada	41
Mar 8/21	Introduction to Para Athletics—Track		David Weicker (NOC) and Jerry Clayton (USATF)	34
Mar 23/22	Introduction to Para—Jumps		Louise Buskas (NOC) and Jerry Clayton (USATF)	36
Apr 6/22	Introduction to Para—Call Room		Jennifer Campbell (NOC)	24
Apr 12/22	Introduction to Para—Throws		Louise Buskas (NOC) and Jerry Clayton (USATF)	36
<b>National (Level 4) Clinics</b>				
June 22/22	Horizontal Jumps	Langley, BC	Aileen Lingwood (BC Athletics official)	4
<b>National Evaluator (level 4-5) Clinic</b>				
Apr 2/22	National Evaluator Clinic	Victoria, BC	Jane Edstrom and David Weicker (NOC)	12
Apr 3/22	National Evaluator Clinic	Vancouver, BC	Jane Edstrom and Keith Newell (NOC)	8

**Appendix II—Officials Upgraded in 2022**

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**Officials Upgraded (2022)—as of September 15, 2022****Level 1**

<b>Official</b>
Lovisha Arora
Kam Biring
Sarpreet Biring
Sherri Birkett
Kristie Bjorgan
Matt Brown
Rakel Byrnes
Kim Foster
Amber Gilbert
Keith Hack
Sheri Hall
Richard Hayley
Jacob Heer
Thomas Heer
Stefanie Hoffman
Katie Hwang
Colin Kroeger
Mia Sage
Kevin Schoenroth
Megann VanderVliet

## Appendix II—Officials Upgraded in 2022

### Level 2

Official	Date of Upgrade	Region
Vince Gable	February-22	3-4-5
Sabrina Nettey	March-22	3-4-5
Don Putz	May-22	6
Scott Saunders	May-22	3-4-5
Jean Tetarenko	June-22	6
Kim Cameron	June-22	6
Tonja Teolis	June-22	3-4-5
Deborah Lee	July-22	3-4-5
Elizabeth Ariano	July-22	1-2
Guy Brooks	July-22	3-4-5
Jim Torrance	July-22	3-4-5
Ryan Harris	July-22	7-8
Senaka Suriya	August 22	3-4-5
Lia Schoenroth	Sept-22	3-4-5

### Level 3

Official		Discipline	Date of Upgrade	Region
Siobhan	Lane	Call Room Judge	March	1-2
Siobhan	Lane	Starter's Assistant	March	1-2
Sherri	Oryschak	Call Room Judge	March	1-2
Sherri	Oryschak	Starter's Assistant	March	1-2
Cayden	Arnold	Vertical Jumps	June	3-4-5
Jim	Hinze	Throws	June	3-4-5
Dona	Lawson	Throws	June	3-4-5
Laurie	Ritchie	Vertical Jumps	June	3-4-5
Carol	Riddell	Vertical Jumps	June	1-2
Hardev Singh	Sandhu	Throws	June	3-4-5
Cathy	Carr	Vertical Jumps	July	3-4-5
Deborah	Carter	Call Room	July	3-4-5
Brian	Cyr	Vertical Jumps	July	3-4-5
Cristina	Lundman	Umpire	July	6
Kelsey	Powell	Horizontal Jumps	July	1-2
Susie	Nute	Horizontal Jumps	September	6

**Appendix II—Officials Upgraded in 2022**

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**Level 4**

No officials upgraded to Level 4 in 2022 (as of September 15, 2022).

**Level 5**

No officials upgraded to Level 5 in 2022 (as of September 15, 2022).

## Appendix III—Officials Retention Program

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### Retention Program Overview

BC Athletics offers an attractive recognition program for member officials. The Officials Committee organizes and delivers the program to member officials each year to express the sport association's gratitude for their volunteer work, and for their efforts to learn and improve their skills. Components of the program include:

- **Annual Awards**—nominations for BC Athletics and Athletics Canada awards for officials.
- **Annual Meeting**—an opportunity each year to thank our member officials and recognize their contribution to the growth of Athletics in the Province.
- **Rule Books**—World Athletics rule books are provided free for all active Level 2+ member officials plus registered prospective officials on the pathway to Level 2. World Para Athletics rule books are also provided to officials with certification at level 4 and higher.
- **Uniform golf shirt / personal name tag**—provided free for member officials on upgrading to Level 2.
- **Greeting cards**—the Committee maintains strong social bonds with member officials around the province by sending congratulation, sympathy and condolence cards to support our officials and maintain a sense of community.
- **Athletics Canada (NOC) Recognition**—service pins provided to officials who have reached five years of service as an active official and at five-year increments after that. An additional award is provided to officials with 50 years of officiating service.
- **Service Recognition (Official's Newsletter)**—recognizing officials in every issue of the Officials Newsletter for their participation in the previous meets, and for other achievements.

The Committee recognizes that the quality of support and recognition that officials receive during competitions is a key element in ensuring retention of their loyalty and continued service. We provide event hosts with guidance on hosting volunteer officials and developing support in their own Clubs. The Committee has published standards for hosting officials at meets (meals, beverages, parking etc.). Guidelines encourage them also to thank volunteer officials personally, and to distribute token gifts (gas cards, coffee cards, etc.) at events. Event hosts are provided with appropriate text for their programs, and text for the Announcer recognizing and thanking officials.