



Officials Committee Annual Report (2023)



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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 (2023)

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

- 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 2023, video conferences were used to carry out committee meetings—along with the various working groups undertaking special projects. Email was also used to discuss and decide on various matters. A face-to-face meeting was held in November 2022 to plan activities for 2023.

The Committee consists of 11 members including an active representative from the BC Athletics Board of Directors. In 2023, we sadly lost one of our Committee members, leaving us with 10 members for part of the year. Regional Development Coordinators (RDC) in each of the regions assist with implementing the officiating programs in each of the regions. Working groups help set up and maintain programs in recruitment, development and retention. Participation in working

groups is open to all officials in BC. BC Athletics hired a staff resource to undertake several responsibilities including supporting the development of officials.

Committee Members

Member		Term Expires
Bill Koch	Secretary	2023
Carol Cull	Availability/assignment Coordinator	2023
John Cull	Availability/assignment Coordinator	2023
Wayne Elke	Upgrading Coordinator	2023
Jasmine Gill	BC Athletics Representative	2023
Brian Thomson	Chair	2023
Anthony Thomson	Development Working Group Lead	2024
Cheryl Elke	Upgrading Coordinator	2024
Dawn Driver	Retention Working Group Lead	2024
Debbie Foote	Recruitment Working Group Lead	2024

Regional Development Coordinators

Name	Region
Carol Cull	Lower Mainland (Zones 3,4,5)
John Cull	Lower Mainland (Zones 3,4,5)
Todd Blumel	Vancouver Island (Zone 6)
Vince Sequeira	Vancouver Island (Zone 6)
Greg Nicol	Okanagan/Kootenays (Zones 1,2)
Joan Harris	Northern BC (Zones 7,8)

Working Groups - 2023

Working Group	Members	Responsibilities
Recruitment	Marilyn Benz Debbie Foote Jasmine Gill Lanie Mann Brian Thomson	Programs to recruit and develop officials to levels 1 and 2
Development	Cheryl Elke Wayne Elke	Identify, recruit and develop officials for levels 3-5

Working Group	Members	Responsibilities
	Bill Koch Anthony Thomson	
Retention	Carrol Cull John Cull Dawn Driver	Retain and recognize BC Athletics officials

BC Athletics Staff Support

Hailey Kjaer

Program Assistant – Officials and Coach Development and Marketing and Communications Coordinator.

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

Executive Summary

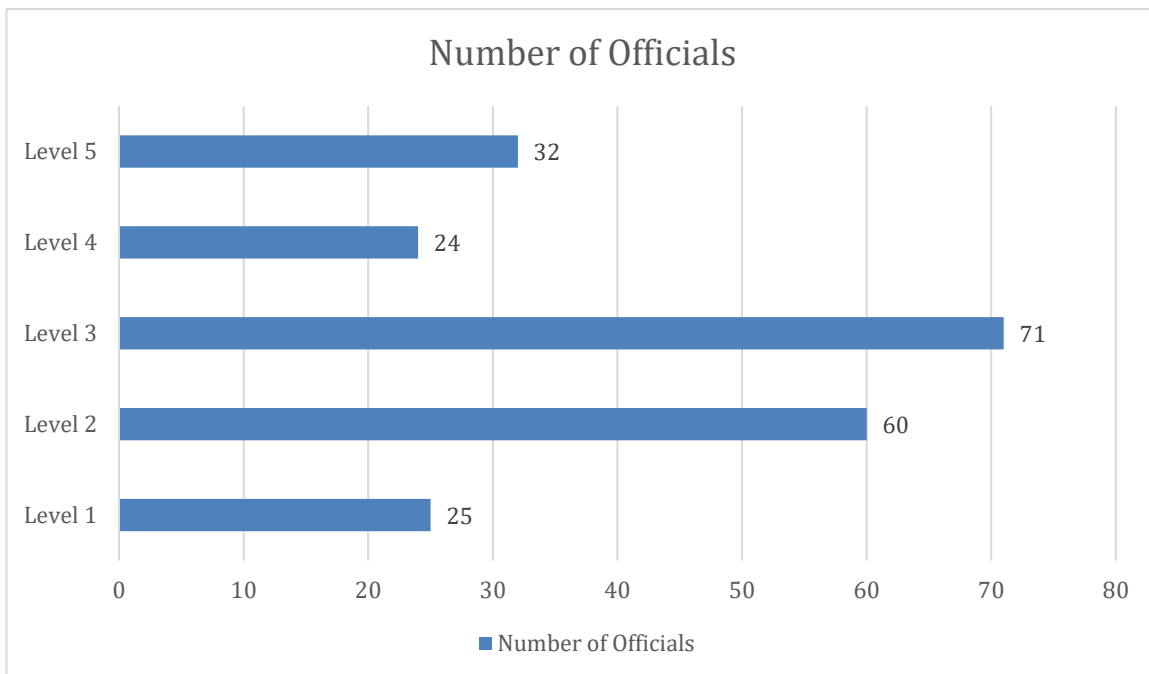
Highlights of the 2023 officiating season include the following:

Membership	<ul style="list-style-type: none"> 212 officials registered with BC Athletics certified at levels 1 through 5. An increase of 7% over 2022 while a decline of 3% from 2019 (pre-pandemic levels).
Activity	<ul style="list-style-type: none"> Officiated 72 sanctioned meets (as of July 31, 2023). This includes officiating 5 indoor and 67 outdoor track and field meets with an additional 8 meets scheduled for the remainder of 2023. This does not include the many local school and club meets that are not sanctioned but serve as vital development events for both athletes and officials.
Recruitment	<ul style="list-style-type: none"> 31 officials entered the New Officials Class of 2023 for level 2 giving a total of 56 officials on pathway to level 2 (after including officials from prior year). A further 6 entered the pathway to level 1 giving a total of 15 on that pathway. The number of officials reaching Level 2 certification in 2023 will be determined when applications are processed in September. It is anticipated the number of officials reaching Level 2 in 2023 will be higher than the 14 in 2022 and could be close to the 21 upgraded in 2021.
Development	<ul style="list-style-type: none"> The number of officials upgraded to Level 3-5 will be determined when applications are processed in September. It is anticipated the number of officials reaching Level 3 in 2023 will be similar to the 14 in 2022 and higher than the 7 in 2021. Our upgrading pipeline of officials working to higher certification levels has grown to 59 from 49 in 2022 and 40 in 2021. A total of 21 training events have been carried out in 2023 (as of July 31, 2023) with a total of 182 participants. Additional clinics and workshops are envisioned for the remainder of 2023.
Retention	<ul style="list-style-type: none"> The Officials Retention Program, as described in Appendix III, was carried out in 2023.

Overview of 2023

Membership

As of July 31, 2023, there were 212 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. 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.



Recruitment of Officials

Recruitment Results in 2023

The Recruitment Working Group of the Officials Committee led the New BC Officials Class of 2023 with the following activity (as of July 31, 2023):

Activity	Result (2023)	Prior Year (2022)
Level 1		
Prospective officials entering Pathway to Level 1 in 2023	6	17
Prospective officials on Pathway to Level 1 (including previous year)	15	88
Officials recognized as Level 1 in 2023	TBD	20
Level 2		
Prospective officials entering Pathway to Level 2 in 2023	31	31
Prospective officials on Pathway to Level 2 (including previous year)	56	131
Officials achieving Level 2 Certification in 2023	TBD	14

TBD—to be determined in September 2023

Recruitment activities in 2023 include the following:

- Advertising the New Officials Class of 2023 including newsletters and social media with a supporting website. Advertising included several different formats, timeframes and content. A webinar targeted at club executives was held to explain the New Officials Class of 2023 and how clubs could recruit officials from within their membership.
- Developing a recruitment poster for display at major meets along with a recruitment video for our website showing the types of activities officials do.
- Pilots were tried with a school in the Lower Mainland and Interior as a way to recruit and develop teachers and students to become officials. The pilots were very successful at educating teachers and students on the rules and officiating process but inconclusive as a vehicle for recruiting officials.

Going forward, the Recruitment Working Group will consider additional advertising and target audiences to recruit for the New Officials Class of 2024.

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.

Level 2

Level 2 officials are generalists who have an understanding of the major rules and officiating processes and can be assigned as a team member in any discipline.

We are working towards our target of 75% of prospective officials in the pathway to Level 2 completing the pathway within 2 years.

Officials in the 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).

Summary of Progress against BC Athletics Strategic Plan

Tactic/Action Item	Status
Advertise and promote New Officials Class of 2022 and 2023	Complete for 2023
Offer and support New Officials Class of 2022 and 2023 to clubs in all regions	Complete for 2023
Offer and support New Officials Class of 2023 to schools in all regions—including students and teachers plus Junior Official Program	Completed two pilots in 2023—Lower Mainland and Interior
Offer and support New Officials Class of 2023 to other BC Athletes members (masters athletes, retiring athletes) and new audiences outside of BC Athletics	Complete for 2023
Register, monitor and track New Officials Class of 2022 and 2023.	Complete for 2023

Tactic/Action Item	Status
Implement mentoring program and assign mentors to prospective officials in New Officials Class of 2022 and 2023	Started in 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 (2024)

Recruitment plans and activities for 2024 will be confirmed after the Annual Officials Meeting and elections of Committee members—planned for Fall, 2023. Highlights of activities in 2024 are envisioned to include the following:

- Training and development of mentors. Mentors will help keep momentum amongst prospective officials to finish the pathway to Level 2 and encourage them to continue to Level 3. 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.
- Offering the New Officials Class of 2024 for prospective officials to become level 1 and/or level 2 officials.
- Increasing the awareness of the New Officials Class of 2024 amongst clubs, schools and athletic communities to increase the number of prospective officials entering the pathway to level 1 and 2.

Development of Officials

Development Results in 2023:

Training and Education

Training and education in 2023 included the following activities:

- **National (level 3) Clinics**—new in 2023, level 3 clinics are intended as initial education for officials on the pathway to level 3. The clinics, developed by the National Officials Committee (NOC) for delivery to all prospective level 3 officials across Canada, focus on explaining the rules and process for officiating each of the various disciplines in track and field. 47 officials attended one of the 4 clinics offered in person and an additional 9 officials attended one of 6 clinics offered virtually by other provinces. Additional clinics are envisioned to be offered in 2023 and yearly thereafter.
- **National (level 4) Clinic**—four national (level 4) clinics were delivered in conjunction with the 2023 Canadian T&F Championships in Langley (July 2023). The clinics covered horizontal jumps, throws, umpiring and race walk. 43 officials registered for the four clinics. One additional person attended a level 4 clinic offered virtually by another province. 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.
- **Evaluator (Level 3), Mentor and Clinician Workshops**—new in 2023, an evaluator (level 3) and mentor clinic were delivered in Kamloops to 8 officials (April 2023). A clinician clinic was delivered to 13 officials in Nanaimo in conjunction with the Jamboree Track and Field Championships. Additional clinics are planned for 2023 and yearly thereafter.
- **Other Workshops**—a webinar covering officiating para events was delivered to 26 officials in conjunction with the Victoria Track Classic in July 2023. In March 2023, 17 officials took a specialized webinar for umpires.
- **Discipline Specific Development Groups**—officials within specific disciplines formed informal groups to train and mentor younger officials within the discipline. For example, senior starters in BC identified prospective level 2, 3 and 4 officials interested in becoming and/or developing as starters and worked with them to provide training and identify meets to gain experience. This is a very good, potential model for developing officials in other disciplines.

Upgrading

Applications for officials upgrading to higher levels will be processed in September 2023.

We maintain a healthy upgrading pipeline of 59 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 2023 can be found in Appendix II.

Level	Number Upgraded	Number Upgraded Prior Year (2022)
3	TBD	14
4	TBD	0
5	TBD	0
Other	TBD	0

TBD—To be determined as applications are processed in September 2023.

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 2023
Develop and maintain (annually) a course calendar of workshops and clinics for developing BC Athletics officials: <ul style="list-style-type: none"> - publish calendar on BC Athletics Calendar of Events, officials' section of the BC Athletics website and other communication vehicles (newsletters, town hall). 	Complete for 2023
Manage and increase officials in the Upgrading Pipeline for levels 3 to 5: <ul style="list-style-type: none"> - 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 2023
Utilize opportunity of Canadian T&F Championships and other “N” and “NC” level meets to upgrade officials	Complete for 2023
Organize and deliver para-athletics training for BC Athletics officials	Complete for 2023

Tactic/Action Item	Status
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	Candidates forwarded to National Officials Committee
Maintain and enhance list of BC Athletics officials with specifications of certifications	Complete for 2023
Recruit and develop BC Athletics officials for roles of mentors, clinicians and evaluators: <ul style="list-style-type: none"> - Identify candidates. - Schedule and deliver workshops for mentors, evaluators, clinicians. 	In progress

Development Plans for Next Year (2024)

Development plans and activities for 2024 will be confirmed after the Annual Officials Meeting and elections of Committee members—planned for Fall, 2023. Highlights of activities in 2024 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 first step for officials pursuing the pathway to level 3 certification, followed by experience sessions to practice and build skills in being a level 3 official.
- Training and developing mentors for officials at levels 3 to 5. Mentors and mentees will agree on their pairing while typically being in the same discipline as the mentor having a higher certification level.

Retention of Officials

Retention Results in 2023

Program Review

The retention program was reviewed by the Officials Committee in 2021—with a decision to drop two elements from the program (i.e., 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 with other recognition items such as annual meeting social and AC-NOC service pins.
- The 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, evaluators).
- 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 2023 are listed in the following table (as of July 31, 2023). Appendix III describes the Retention Program in more detail.

Retention Activity	2023 Plan	2023 Actual
BC Athletics Annual Awards	8	Target Feb./24
Athletics Canada Annual Awards	1	Target Feb./24
Annual Meeting	1	Fall, 2023
Town Hall Session	1	March 5, 2023
Uniform Golf Shirt and Personal Name Tag (Level 2 officials)	TBD	Fall, 2023
WA Rule Book (2022 Edition)	275	Distributed
WPA Rule Book (2022 Edition)	50	Distributed
Greeting Cards	TBD	TBD
Athletics Canada (NOC) Service Pins	30	In Progress
Athletics Canada (NOC) Service Award	2	Target Feb./24
Service Recognition (Official's Newsletter)	TBD	3

TBD—to be determined after upgrading applications are processed in September.

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
Support Services	
Distribute 2022 edition of WA Rule Book to BC Athletics officials	Complete
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 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 2023

Retention Plans for Next Year (2024)

Retention plans and activities for 2024 will be confirmed after the Annual Officials Meeting and elections of Committee members—planned for Fall, 2023. Highlights of activities in 2024 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

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

Availability/assignment coordinator(s) were kept extra busy this year. In addition to working with meeting directors to coordinate officials at provincial championships, the staffing of officials for the Canadian National T&F Championships added an extra workload.

The availability/assignment 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—2023

Major information vehicles utilized in 2023 included newsletters, emails, website, social media and a town hall session.

Newsletters

Newsletters are used to communicate information on meets, updates on officiating matters and items of interest to support the officiating community (e.g., profiles of officials). Newsletters are distributed by email and posted on the website.

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.

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, training and development initiatives. This will continue in 2024.

Town Hall Session

A town hall session was held on March 5, 2023, to communicate officiating plans and activities for 2023 along with answering questions from officials. The 90-minute session was well attended with over 60 registrants. It is envisioned that a similar session will be held in 2024.

Special Project—Officials Management System

In 2023, the Committee supported a pilot of the Officials Management System to assess the functionality and matters to consider when implementing the system across the Province. The Officials Management System is a central application and database for supporting officials track their development and experience as well as assist meet directors identify and assign officials to competitions. The pilot, carried out in the Vancouver Island region, was very successful with 41 officials using the application to indicate availability for meets and 11 meets using the system to assign officials. The Committee will continue with province wide implementation in 2024. Anticipated benefits include ease of signing up and assigning officials to meets and tracking their participation. The centralized database of officials information 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 will have in the future—identifying gaps to address through recruitment, mentoring, development and retention.

Equipment—2023

The following officiating equipment has been purchased this year (as of July 31, 2023):

- 30m steel tape.
- Certification of two scales for throwing implements.
- Rolling tool bag.
- Renewal of radio licenses.

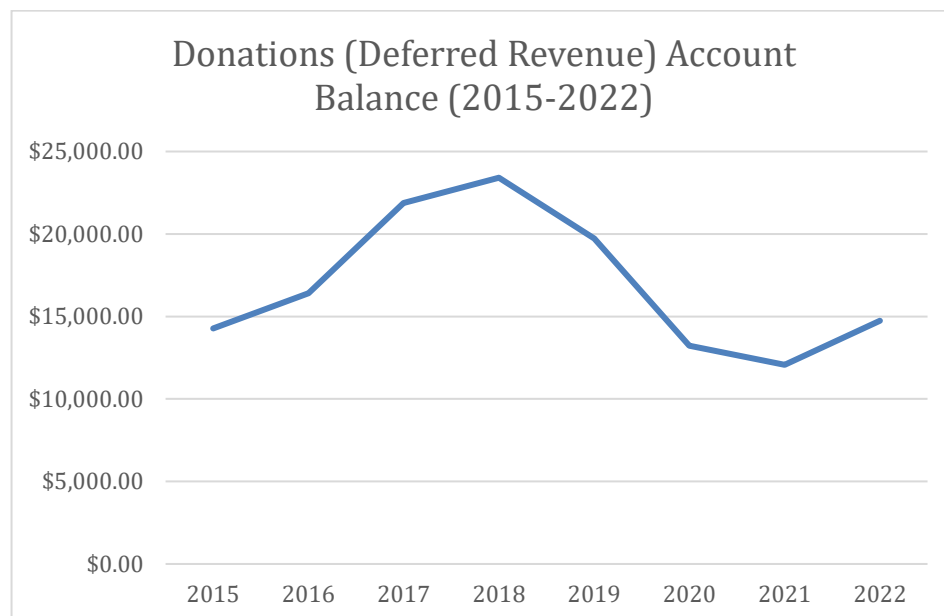
Financial Resources—2023**Expenditures against the BC Athletics Budget (as of July 14, 2023)**

To be inserted as available.

Donations (Deferred Revenue) Account

To be inserted as available.

The current balance in our Donation Account is to be determined as available. This account is used to cover contingencies against travel expenditures higher than budgeted and for strategic initiatives in recruitment and development officials.



Support Services Plans for Next Year (2024)

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 2023

Workshop Activity in 2023

As of July 31, 2023

Date	Topic Location		Clinician	# Participants (Estimated)
National (Level 3) Clinics				
May/23	Starter	Calgary, AB	Ian Gordon (Alberta Athletics official)	1
May 31/23	Umpire	Toronto, ON	Sherry Purdie and Helen Vasilic (Athletics Ontario Official)	2
May 30/23	Horizontal Jumps	Toronto, ON	Bob Mero (Athletics Ontario Official)	1
June 1/23	Vertical Jumps	Toronto, ON	Vinesh Midha (Athletics Ontario Official)	1
June 8/23	Umpire	Langley, BC	Vince Sequeira (BC Athletics Official)	11
June 8/23	Vertical Jumps	Langley, BC	John and Carol Cull (BC Athletics Officials)	13
June 8/23	Throws	Langley, BC	Greg Bush (BC Athletics Officials)	11
June 14/23	Jumps Referee	Toronto, ON	To be confirmed	1
June 19/23	Starter	Toronto, ON	To be confirmed	3
July 7/23	Starter	Nanaimo, BC	Bill Koch (BC Athletics Official)	12
National (Level 4) Clinics				
June 20/23	Throws Referee	Toronto, ON	Enrico Toscano (Athletics Ontario Official)	1
July 26/23	Throws	Langley, BC	Greg Bush (BC Athletics Official)	9
July 26/23	Umpire	Langley, BC	Vince Sequeira, Connie Halbert (BC Athletics Official)	10

Appendix I—Workshop Activity in 2023

Date	Topic Location		Clinician	# Participants (Estimated)
July 26/23	Vertical Jumps	Langley, BC	Eric Wittenberg (Alberta Athletics Official)	14
July 26/23	Race Walk	Langley, BC	Daniel Michaud (International Technical Official)	10
Evaluator (level 3), Mentor, Clinician Clinics				
Apr 30/23	Mentor	Kamloops, BC	Brian Thomson (BC Athletics Official)	8
Apr 30/23	Evaluator (Level 3)	Kamloops, BC	Brian Thomson (BC Athletics Official)	8
July 7/22	Clinician	Nanaimo, BC	Brian Thomson (BC Athletics Official)	13
Other Clinics				
March 12/23	Umpire Folders	Virtual	Vince Sequeira, Connie Halbert (BC Athletics Official)	14
March 17/23	Umpire Folders	Virtual	Vince Sequeira, Connie Halbert (BC Athletics Official)	3
July 12/23	Being Para Ready	Virtual	Fannie Smith (Athletics Canada)	26

Appendix II—Officials Upgraded in 2023

Officials Upgraded (2023)—as of September 15, 2023**Level 1**

To be updated after applications processed in September.

Official

Level 2

To be updated after applications processed in September.

Official	Date of Upgrade	Region

Level 3

To be updated after applications processed in September.

Official		Discipline	Date of Upgrade	Region

Level 4

To be updated after applications processed in September.

Level 5

To be updated after applications processed in September.

Appendix III—Officials Retention Program

Retention Program Overview

BC Athletics offers an attractive recognition program for member officials. The Retention Working Group of the Officials Committee oversees the organization and delivery of 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 congratulations, 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 (newsletters)**—recognizing officials for their participation in 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 and local organizing committees 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.