



2024 BC Athletics Membership Fees Resolution

Presented by: The BC Athletics Board of Directors

on November 3, 2023

For review by: BC Athletics Members

To be voted on by: Designated BC Athletics Member Delegates

Special Membership Meeting: Saturday November 18, 2023

VIRTUAL 11am



2024-2025 Membership Fees Resolution

(Darren Willis/Jasmine Gill) BE IT RESOLVED THAT THE BC ATHLETICS BOARD OF DIRECTORS WILL SET UP A WORKING GROUP MADE UP OF REPRESENTATIVE MEMBERS OF THE ORGANIZATION AND BC ATHLETICS STAFF TO EXPLORE OPTIONS FOR MEMBERSHIP FEE INCREASES. A PROPOSAL FROM THE WORKING GROUP WILL BE VOTED ON BY OUR MEMBERSHIP AT A SPECIAL GENERAL MEETING ON ~~SATURDAY, SEPTEMBER 23, 2023~~ SATURDAY NOVEMBER 18, 2023

BC Athletics is asking active members to consider the above resolution presented at the 2023 Annual General Meeting, whereby the BC Athletics Board of Directors is proposing a membership fee increase, effective January 1, 2024.

PREAMBLE:

The BC Athletics Board of Directors is recommending to membership an increase to membership fees on most membership types in response to a number of organizational opportunities and potential risks. To provide context for this fee increase, please review the following document and consider that the last BC Athletics membership fee increases were voted on in 2013 came into effect for the 2015 season.

In 2022-2023, membership fees accounted for \$480,693.00 of revenue (including Day of Event memberships), \$66,023.76 was remitted to Athletics Canada for AC membership fees, and \$50,078.72 was remitted to SportBC Insurance to broker General Liability Insurance coverage for each individual member and Club. The remainder of this revenue was utilized for human resources and the delivery of programs and services.

We understand that the proposed membership fee increases coming bundled together after so many years without change may feel like a shock. For our over 6,800 members who hold an annual membership, the proposed fee schedule represents an average increase of \$29.04 per year. In more Canadian terms, that is \$2.42 per month, less than a cost of a single extra large cup of coffee (\$2.45) at Tim Hortons.

To provide rationale for this resolution, the BC Athletics Board of Directors and Staff have been undergoing a review of membership fees since Fall 2022, as it relates to the following:

- Membership Types
- Strategic Priorities
- Human Resources
- Risk Management
- Capital Efficiency
- Athletics Canada Membership Fees

MEMBERSHIP TYPES:

There is considerable opportunity to simplify our membership offerings to reduce complexity, making the registration process easier for existing members as well as making our fee structure significantly easier for potential new members to understand. The current proposal includes a reduction in membership price points from 15 to 11 and represents a first step in simplification. The BC Athletics Board of Directors and Staff will complete a review of membership types in 2024.



We have also taken this opportunity to ensure that there is fairness in our membership pricing. We found that some membership types were being subsidized by the rest of the membership types without justification (not a current strategic priority of BC Athletics).

Example:

Training Memberships (13+) = \$15.00 + GST

Athletics Canada Membership Fee = \$15.00

Member General Liability Insurance Coverage = \$4.80

BC Athletics Deficit Per Member = \$-4.80

With over 800 members holding this type of membership, the cost to BC Athletics is estimated to be \$4,156.00 per year and not contributing to the financial health of the organization.

To help attract and grow membership numbers BC Athletics is exploring the feasibility of offering a limited time “Trial Membership” with our insurance providers and our new registration platform to see how this could work.

STRATEGIC PRIORITIES:

OFFICIALS: Using our membership fee schedule to reflect our current priorities is one way to help attract and retain members in key areas. The BC Athletics Officials program is a key priority for the organization, as it is essential to our ability to host high quality competitions across BC, and meet the standards of the new sanctioning options provided to event organizers (ie. World Athletics sanctioning).

As a strategy to recruit and retain Officials in the coming years, the Officials membership type will remain at the current fee (\$30 + GST), where revenues earned will be invested directly into Officials development and the launch of the Officials Management System.

COMMUNITY ROAD RUNNING: Athletics Canada has proposed to introduce a NEW community/recreational Road Running membership type, as a way to attract and provide more value to community/recreational road runners. This membership type will be \$25 + GST, where BC Athletics will retain \$15 and Athletics Canada will retain \$10.

HIGH PERFORMANCE PROGRAM: As part of the BC Athletics High Performance program strategy, we administer the BC Team program, which provides athletes a provincial team opportunity to attend National Championships and gain valuable team experience. Currently, athletes who are selected must pay a BC Team fee between \$100-\$250 (plus GST), and cover the costs associated with accommodation and meals. BC Athletics is working towards offering a fully funded BC Team program. The proposed membership fees would support the elimination of the BC Team fees for athletes/clubs beginning in 2025-2026.

HUMAN RESOURCES:

To support BC Athletics in the delivery of high-quality program and services, it is important that we are able to attract and retain qualified and engaged employees and contractors who will provide the leadership required to move our strategic priorities forward.

In 2022-2023, BC Athletics invested \$561,722.57 in Human Resources. In 2022, Sport BC published a report (2022 BC Sport Sector Talent Study Report), in which 51/76 Sport BC member organizations participated. Based on the findings of this report, the BC Athletics Board of Directors implemented an updated salary grid in April 2023 that reflected



competitive salary ranges and benefits packages for each role that are aligned with sport sector compensation and cost of living.

With this in mind, total staffing costs for the organization could rise from our 2023-2024 budgeted amount of \$662,606, to \$780,200 over the next 5 years. This includes expanding an existing part time role into a full time role, and adjusting other roles as necessary to support our strategic priorities in the coming years.

RISK MANAGEMENT:

We are aware that there are several steps BC Athletics must take over the next 1-2 years to ensure that we have a robust risk management strategy in place, this includes adequate General Liability and Abuse Liability coverage for our individual and club members and the introduction of a Safe Sport mechanism where there is a fully independent third party appointed to administer any Safe Sport complaints. We have been notified that the cost of insurance premiums will continue to rise, and the cost of a fully independent third party to administer Safe Sport claims will be in excess of \$200 per hour for any services rendered.

CAPITAL EFFICIENCY:

To ensure that we are able to navigate any organizational threats such as national or international economic disruptions, a decrease and/or delay in “core funding” available to BC Athletics, we hold approximately \$500,000 in cash at any given moment. About \$300,000 of that must be available at all times to cover operational expenses. Our assessment of the current climate of risk suggests that BC Athletics would be safer if it built up its cash holdings over the next number of years.

Extra cash not only provides a hedge against financial risk, but provides an opportunity to generate additional revenues (interest earned) from placing a portion of cash holdings in safe, short-term financial instruments.

ATHLETICS CANADA MEMBERSHIP FEES:

Provincial/Territorial Branches were notified in June 2023, that Athletics Canada was introducing a motion to increase membership fees from \$15 per BC Athletics member to \$25 per member for most membership types, effective beginning September 2025. This is a 64% increase. The reason cited for the increase was to be able to support the increasing gap in Athletics Canada’s budget to fund National Teams. If Athletics Canada failed to respond, they would be running at a \$250,000 deficit year over year due to the higher costs of sending teams to international events.

Athletics Canada’s fee changes include an *annual escalator clause* that will be in place to respond to inflationary pressures. The *annual escalator* will track the Consumer Price Index (CPI) but have a cap of 5% so that membership fees will not rise too quickly during periods of elevated inflation. BC Athletics fees will follow the Athletics Canada increases.

BC Athletics is proposing that the AC fee increases be adopted as part of a 1-step fee increase, with new pricing to be effective January 1, 2024. Fees not directed to AC in the 8-months until the 2025 registration year begins September 1, 2024 would bolster BC Athletics Risk Management priorities.

The BC Athletics Board of Directors thanks you for your consideration of this resolution and acknowledges the impact that this will have on all members in the short term, but believe that the long term impact of moving forward on this resolution will have a positive effect on the organization and each member, where BC Athletics will better be positioned to support members and advance our sport.



BC ATHLETICS PROPOSED FEE SCHEDULE (Effective January 2024)

MEMBERSHIP TYPE	YOB	AGE	ANNUAL REGISTRATION FEE	PROPOSED AC FEE (2025)	BCA FEE
Competitive Athlete Memberships:					
U12 (GST EXEMPT)	2013, 2014, 2015	Under 12	\$85.00	\$3.00	\$82.00
U14 (GST EXEMPT)	2011 & 2012	12, 13	\$85.00	\$25.00	\$60.00
U16 (14 year olds) (GST EXEMPT)	2010	14	\$125.00	\$25.00	\$100.00
U16 (15 year olds)	2009	15	\$125.00	\$25.00	\$100.00
U18	2007 & 2008	16, 17	\$125.00	\$25.00	\$100.00
U20	2005 & 2006	18, 19	\$125.00	\$25.00	\$100.00
U20 Post-Secondary			\$85.00	\$25.00	\$60.00
Senior	2004 & earlier	20+	\$125.00	\$25.00	\$100.00
Senior Post-Secondary (U23)	2002, 2003, 2004	20, 21, 22	\$85.00	\$25.00	\$60.00
Senior / Masters	1989 & earlier	35+	\$125.00	\$25.00	\$100.00
Masters	1989 & earlier	35+	\$85.00	\$25.00	\$60.00
Limited Competitive Athlete Memberships:					
BC Summer Games (14 year olds) (GST EXEMPT)	2010	14	\$40.00	\$25.00	\$15.00
BC Summer Games (15 year olds)	2009	15	\$40.00	\$25.00	\$15.00
Road, Trail & Cross Country	2005 & earlier	18+	\$85.00	\$25.00	\$60.00
Community Road Running	2005 & earlier	18+	\$25.00	\$10.00	\$15.00
Non-Competitive Athlete Memberships:					
Track Rascals (GST EXEMPT)	2018, 2017, 2016	Under 12	\$25.00	\$3.00	\$22.00
Training (GST EXEMPT)	2015-2013		\$40.00	\$3.00	\$37.00
Training (GST EXEMPT)	2012-2010	Under 15	\$40.00	\$25.00	\$15.00
Training	2009 & earlier	15 & over	\$40.00	\$25.00	\$15.00
Day of Event Membership	ALL AGES				\$5.00
Non-Athlete Memberships:					
Associate	2009 & earlier	15+	\$40.00	\$25.00	\$15.00



Official	2010 & earlier	14+	\$30.00	\$25.00	\$5.00
Coach	2009 & earlier	15+	\$85.00	\$25.00	\$60.00
Run Leader	2009 & earlier	15+	\$40.00	\$25.00	\$15.00
Friends of BC Athletics	2015 & earlier	9+	\$40.00	\$25.00	\$15.00
Club Memberships:					
Full Club Affiliation			\$300.00	\$0.00	\$300.00
Athletics Post Secondary (School) Club Affiliation			\$300.00	\$0.00	\$300.00
Athletics Society/Organization Affiliation			\$150.00	\$0.00	\$150.00
School Memberships:					
School Clubs	Public Elementary	GR 1 - 7	\$150.00	\$0.00	\$0.00
	Public Middle/HS	Gr 8 - 12	\$150.00	\$0.00	\$0.00
School District Club - Public		all schools	\$300.00	\$0.00	\$0.00
School District Club - Independent		all schools	\$300.00	\$0.00	\$0.00
<ul style="list-style-type: none"> Memberships are subject to GST and AthleticsReg processing fees except for membership types for children/youth UNDER the age of 15. Athletics Canada fee increases will begin in 2025, with a proposed annual increase of up to 5%. BC Athletics will adjust fees accordingly to follow any Athletics Canada fee increases. 					



2024 BC ATHLETICS EVENT SANCTIONING FEES:

Sanction Application (Member Club)					\$30.00
Sanction Application (Non Member Host Organization)					\$60.00
Sanction Application (Alternative Liability)					\$60.00
World Athletics Sanction Application					\$50.00
Post Event Submission Form (per member participant OR Alternative Liability)					\$0.20/participant
Post Event Submission Form (Non Member - Day of Event Membership)				First 100	\$3.00/participant
New Day of Event (DOE) Membership Fee: \$5				next 150	\$2.50/participant
				next 250	\$1.50/participant
				next 500	\$1.00/participant
				next 1000	\$0.80/participant
				next 3000	\$0.55/participant
				5000+	\$0.30/participant

- ALL sanctioning applications and post event submission forms are subject to GST.