



BC Athletics Board of Directors Meeting – January 26, 2019
Fortius Sport & Health/Athlete Development Centre, Barcelona Boardroom
Minutes

Attending in person: Greg White, Chair; Jim Hinze, Vice Chair; Brian McCaldler, President/CEO; Ota Hally, Director Finance; Mark Harding, Director Marketing & Communication; Jordan Myers, Director Events & Promotion; 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; John Gay, Male Athlete Director; Sam Collier, Manager Registration and Membership Services; Chris Winter, Technical Manager Track & Field; Clif Cunningham, Technical Manager Road and Cross Country Running

Attending by teleconference: Katelynn Ramage, Female Athlete Director (left the meeting at 9:32am)

Regrets: Tyler Heisterman, Director Programs & Technical Development; James O’Kane, Director Zones 1 & 2; Sabrina Nettey, Run Jump Throw Wheel Coordinator; Jennifer Brown, Coaching Education Coordinator; Richard Lee, Coach, BC Endurance Project

1. Meeting was called to order at 9:01am.
2. Introductions were made. The Chair acknowledged that the Board was meeting on the unceded Indigenous land belonging to Coast Salish peoples of the Skwxwú7mesh (Squamish), Tseil-Waututh, and Musqueam nations.
3. The outline of the format for the meeting and session with the Committee Chairs was noted.
4. No additions to the agenda.
5. **Adoption of the agenda** – J. Hinze/J. Myers – Passed
6. **Approval of the Board of Directors Minutes of:**
 - a. November 24, 2018 – Circulated. Motion to approve – J. Hinze/J. Myers – Passed.
 - i. LGBTQI2S Subcommittee to begin looking at how to address the formulation of an association policy. Cathy, Jacob and Jasmine to initiate and involve others as needed. Greg and Brian to set an initial meeting for setting the framework. Will look to schedule in the coming weeks.

7. Receipt of the Executive and BCA Committees meeting minutes of:

- a. Officials Annual General Meeting minutes of October 20, 2018 – Circulated
- b. Officials Planning Meeting minutes of November 17, 2018 – Circulated
 - i. It was noted that the Officials Committee is looking to reach out to the Road Running Committee and the Cross Country Committee regarding off track officials. John Cull to hold on a level 2 course, with a road component including off track, for interested parties.

8. Business arising from the minutes

- a. November 24, 2018 Board Meeting
 - i. 2019 AGM Date: September 7, 2019 – Meeting room booked.
 - ii. BC Athletics Awards Banquet: Saturday, February 2, 2019 – Encourage Directors to purchase a ticket and attend the event. At the moment 222 attending, guaranteed at 230.

9. Correspondence

- a. viaSport – PSO Evaluation 2018
 - i. Final Evaluation Report Card
 - 1. Scored 4 in all categories (Sport for Life, Excellence, Coaching & Officiating, Organizational Readiness) which is the highest score available. In addition to hopefully positively affecting the core grant funding and putting the association in a better position, eligible to apply for enhanced excellence funding at the \$100,000 level (versus the \$80,000 level) which Chris and Brian completed and submitted yesterday. Awaiting review and assessment. Funding goes towards BC Endurance Project, BC Sprints/Hurdles Project and the BC Throws Project. Chair thanked Brian and the staff for all their hard work on the evaluation. Brian thanked the clubs as well and noted it was driven by the clubs and their hosting of coaching education sessions and support of the association.
 - 2. Mark Harding asked, referring to page 7, under provincial distribution, if there was any reason for the drop off in Zone 4. Brian and Sam noted it could be due to the school memberships, the recalculation of the zone, or the post summer games. Numbers reflect not only the core members but the school memberships as well which affect variance. Also didn't have the school district memberships in place at the time. Mark also noted, regarding item 41, fundraising and revenue generation, the average versus above average and was this something BC Athletics could look at in other provinces to become above average. Brian agreed there was a need to increase soft generated revenue.
 - 3. It was also asked if the report helped staff identify areas or were most of these areas, areas that staff was already aware of. Brian confirmed that the report did help as the staff look at these areas internally but the report also shows how others perceive and

assess the organization. Brian noted the association was better than most under the para programs but still not a 4 and areas where BC Athletics is able to provide athlete assistance would raise the performance level.

4. Reference was made to the are on diversity and Brian noted BC Athletics only asks for gender and aboriginal heritage so those are the only two they can identify by at the moment. Data shows further breakdowns, but Brian noted that comes from viaSport.
5. Brian was asked if he and the staff were pleased with report and Brian confirmed that they were however it does not necessarily mean there will be an increase in core funding. However report has value at helping seek money from other sources.
6. It was asked if, as BC Athletics competes with other organizations and groups for funding, at both a corporate and community level, can the report be used in the marketing as a third party assessment. Brian noted they might pull out portions like BC Athletics work on the para program, where the association is now, how they are evaluated and that they are looking for some support to increase the evaluation score of the program.
7. Brian noted the evaluation is every 3 years however there is a report every fiscal year, by submitting updates through the website regarding performances, coaching education and any other new areas.

10. Reports:

- a. Chair of the Board of Directors – Greg White
 - i. Written Report circulated
 1. No Items of Note
- b. Vice Chair of the Board of Directors – Jim Hinze
 - i. Verbal update provided on events attended.
- c. Directors Reports:
 - i. Zone Directors
 1. Zones 1 & 2 – James O’Kane
 - a. No Report provided
 2. Zones 3, 4 & 5 – Jasmine Gill/Jacob Emerson
 - a. Written Report circulated
 - i. Items of Note
 1. Building of new facilities – North Delta Secondary Track approved with a proposed budget of 10 million. Also a stadium at Bear Creek Park including the construction of a walking track.
 2. Noted there is still a lack of available facilities for Track & Field in Vancouver and facilities are in need of improvement. 10

million in the capital budget for upgrading and constructing new facilities, but just finished stage 2 of 3-stage strategy with plans to make recommendations summer 2019. Recent public engagements held and brought forward some great questions and ideas. Looking at three different types of tracks – neighbourhood, community, destination but no specific description of destination track was provided as that is still to be decided. Also considering combining with UBC but have heard nothing further on that.

- a. Brian noted there was a standing committee from athletics.

3. Zone 6 – Darren Willis

- a. Verbal Report provided
 - i. Items of Note

- 1. Looking at how to handle UBC high school rule, not having high school athletes compete with the club athletes and therefore not able to represent their school. Trying to decide if they run a separate high school meet or prevent the club athletes from attending in their jerseys to compete.

4. Zones 7 & 8 – Cathy Johnson

- a. Written Report circulated
 - i. Items of Note

- 1. Meetings with parents and athletes in Prince George, and would like to see Junior Development Championships and Jamboree dates earlier. Would like a shorter season so that they can enjoy their family time before the school year. Athletes find they are really tired by that time of the year given the conflicts during the season with hockey, gymnastics, indoor soccer and basketball. Lots of multi sport athletes and by the time of the Championships, athletes are tired and parents are not putting them in track anymore.
- 2. Connecting clubs together by assembling a directory. Groups getting together but not official. Would like them to come together as

a community and pool resources. Finding those running together and encouraging them to get together and pool resources.

3. Travel is an issue for the Zones. Putting funds to get bus for travelling to meets together. Would like to see Championships cycling up to the Zone every 3-4 years.
 - a. Chair noted the BC Games moves around and asked if the High School Championships have every come up. Cathy advised they have not but Chris noted the Cross Country High School Championships has. However that also depends on the received bids to host and someone from that area to submit a bid.
4. Shortage of officials and officials training. Most organizations have long time volunteers and who leave with their knowledge and there is no transfer of that information. Not aware of until the last minute and is a big challenge for the Zones.
 - a. Jim mentioned Cindy King and Cathy said it was challenging to get her on board as her daughter is no longer involved in athletics.
 - i. Brian noted she is listed as the Regional Coordinator for Development and suggested mentioning it to Brian Thomsen, Chair of the Officials Committee. She's listed to coordinate, not deliver the course, however it sounds like she is not delivering on her role. Jim noted that if she could coordinate a training event, then John or Carol Cull could attend to deliver the program.
 - b. Cathy clarified that there was no shortage of people, mainly parents, interested in being officials. Coaches are also willing to officiate too.

- ii. Athlete Directors
 - 1. Female Athlete Director – Katelynn Ramage
 - a. Noted there was nothing further to add to John’s Report.
 - 2. Male Athlete Director – John Gay
 - a. Verbal Report provided
 - i. Items of Note
 - 1. In BC, seeing the start of many universities competing in the U.S. High performance level is seeing several athletes abroad or returning from being abroad. Still in the early days of the competitive season.
 - 2. Chair noted Athletics Canada Board has increased to three Athlete Representatives, one from each gender and at least one Para athlete. Their Board has the right to appoint one director and appointed para athlete, Jennifer Brown. Noted that the BC Athletics Board may want to consider bringing on a para athlete representative, although it would require a bylaw change. The Board offered support to the idea.
 - a. John agreed it would provide perspective and insight on para athletes structure for funding and would be good for para athletics to be represented.
 - i. Motion to approve looking at creating a Para Athlete Director position, in concept, for recommendation to the membership for approval at the AGM. – J. Gay/C. Johnson – Passed.
 - 3. Tremendous results at half marathon in Houston. BC Endurance project had strong representation.
- d. Finance Report – Ota Hally & Staff
 - i. Financial Summary for November 30, 2018 – Circulated
 - ii. Financial Summary for December 31, 2018 – Circulated
 - 1. Items of Note
 - a. Spoke to accounting firm to touch base. May be some efficiencies that could benefit the association. Will discuss with. Spoke to external auditors as well. Starting to think

- about the audit, but nothing to report other than would like to see a fee increase. Ota noted there is a plan to look at.
- b. Financial position – cash position is in line with where it should be. Payables considerably lower than cash in the bank. Good financial position.
 - c. 9 months ending Dec 31, similar to September, little behind in revenue due to timing of when received. Similarly and offsetting that is the expenses being lower than budgeted for the nine months to date. Net income is better than budgeted.
 - d. Brian noted nothing major of note since November. Expense creep in membership fees and insurance costs. Membership expense directly related to membership revenue received. Need some clarity around actions of AC at a SAGM or AGM last year that approved the change of membership fee for certain age groups to \$5 from \$15 and whether or not to go forward as of 1APR. Need clarification. Could assist in reducing the fee, but as noted in membership report, number are well up from last year's YTD.
 - i. Auditor looking to recoup 75% of their costs considering BCA is non for profit. At this point in the fiscal year, no time to put out a call for proposals from audit first due to year end at March 31. Will look at going back to the auditor to help reduce costs and consider whether or not to put out a RFP for next year. To cover off will need to find efficiencies and program areas to meet that financial need.
 - e. Chair noted last membership increase was 4 years ago. Asked if there would be value in putting forward a matrix to the membership for an annual increase based on cost of living.
 - i. J. Meyers noted it was important to consider how it's presented and being clear in that presentation. Recommended it be very visual, transparent and simple. A half or one page, at most.
 - ii. Jim and Mark noted their spoke to their clubs about the membership fees and found it wasn't the individual membership benefits that was useful to push the increase, but rather the support it would provide to athletics and the youth in BC. It was noted BC Athletics needs to be better about

speaking to the benefits to membership in the association.

- iii. Sam noted, if this was to be presented at the next AGM, the earliest it could be implemented would be September 2020 for the 2021 year as membership fees are from Jan 1 to Dec 31 but start collecting in September. Sam also noted an increase was well received the last time one was presented to the membership. She also noted, from the feedback from the membership, they would support small annual increases versus a large lump sum.
 - iv. Darren asked if the Clubs would see an increase in their revenue to offset the increase in the membership fees as they now have more expenses, like paying for facilities that they haven't had to pay for in the past. Need to look closely at the clubs and memberships' position to be able to afford an increase.
 - v. Jordan asked if it would be advantageous to take a survey of the membership and maybe hold town hall meetings, even virtually, to discuss and get feedback. Mark recommended highlighting that they can make/save money by being a member but doing so visually.
- f. It was noted that the second biggest expense is administration and asked what percentage of that was staff and insurance costs. Brian noted the office rent was included in administration at about \$40,000. Insurance, collectively, was about \$52,000 and the Athletics Canada membership fees was about \$98,000. Those being the most significant chunk of Administration making up 60-70% of the expense.
- g. Feedback was provided as to the presentation of financial data – the timing of reports and how they compare to when revenues and expenses hit. Asked if there was a way to draw out a few points that the Directors can then speak to, on where the organization is at and where they are expected to be, but in something other than a spreadsheet. Ota noted he could look into something like that. Mark suggested a traffic light system. Darren noted he wanted to see the overall health of the organization and if they were meeting expectations. Also want to confirm they are set up to continue being healthy but in a quick reference, without

details, for a quick look by the Directors but also to take back to the Clubs and Zones.

- e. Administration & Planning – Brian McCalders
 - i. No Report provided
 - ii. Strategic Plan – No update at this time.
 - iii. Human Resources
 - 1. Canada Summer Jobs Program application submitted. A more detailed application and rigorous assessment process this year. Asked for two staff again, for 16 weeks of support. Average approved is usually 8 weeks for less than 35 hours a week. Last year BC Athletics was approved for 30 hours a week for 8 weeks for 2 positions. BC athletics funds for the balance of the 16 weeks.
 - 2. Mark noted, with the summer students, may want to look at more strategically as opposed to tactical, suggesting it would be helpful to have the assistance on the strategic planning of communications. Brian noted the area of communications was included in the job descriptions. Marked noted an applicant with more technical skills would be valuable and Brian noted they could also be trained in the areas where they were not as skilful.
- f. Membership Report – Sam Collier
 - i. Written Report circulated
 - 1. Items of Note
 - a. Criminal Records Checks – Not being done the way they are supposed to be done. Trackie can now report on those that are not complete and approximately 600 members do not have them in place. Sam is currently pushing clubs and giving them a month or two to complete. Receiving some pushback but it's a provincial requirement so it has to be done. Sam knows teachers have to complete criminal records checks but School Boards are not providing criminal record checks that have already been done and won't sign a declaration that a check has been completed. However members can sign the declaration themselves but the School Board needs to sign the acknowledgement. The declaration can be found on the BC Athletics website, though it was noted that the link needs to be updated but Sam advised the declaration is also available to the clubs in Trackie. For the Unattached that require a Criminal Record Check, Sam is the registrar and sends the link directly. Can also do that for the unregistered clubs as well.
 - i. It was noted that there has been one issue since October with more people requiring fingerprints. So you can do a Criminal Records Check online but then you have to go into a detachment to get the

fingerprints done. Used to be it was only required if your name and birth date was similar to another person on their list, but now the Province and RCMP are pushing for more fingerprinting.

Detachments are now using electronic fingerprints so it should be a little faster a process.

- ii. Approval of Individual Memberships – Circulated
 - 1. Motion to approve the list of individual memberships received from November 16, 2018 to January 18, 2019 as provided – J. Hinze/D. Willis – Passed
- iii. Approval of School Club Memberships – Circulated
 - 1. Motion to approve the 2018/2019 school club memberships – J. Hinze/J. Myers – J. Emerson Abstained – Passed
- iv. Approval of Club Memberships – Circulated
 - 1. Motion to approve the list of 2019 club membership renewals, including those which are complete (meeting all requirements) and those pending completion of their requirements – J. Myers/J. Gill – Passed.
 - a. It was noted that, due to the number of Directors affiliated with the list of renewing clubs, they did not abstain as there would not be quorum if they did.
- g. Marketing & Communications – Mark Harding
 - i. Marketing Plan Update to January 2019 – Circulated
 - 1. Items of Note
 - a. Mark noted the Committee hasn't met since the last Board Meeting.
 - b. Asked the Zones to think about what's important to them, as it relates to the list provided in the report, and to give their feedback so initiatives can be prioritized.
 - i. Social media
 - ii. Traditional media
 - 1. Mark asked if it would be useful to offer media training (in case journalists attend meets).
 - a. Chair recommended considering offering a simplified short course.
 - b. Darren asked who was talking to the media about sport in our province and the Chair noted no particular person does at this time.
 - c. Clif suggested using Facebook Live to broadcast over social media and to include the athletes.

- d. Mark asked Chris is there was any media training with the Olympics and he noted there was but it was all about restrictions, what you can say and what you could not.
 - e. Chris noted media training could easily be added at an athlete development camp.
 - iii. Communications
 - 1. To members, especially before discussing fee increases. Maybe a short (2 page) newsletter every few months.
 - iv. Website
 - 1. Current website is not consumer driven or attractive to new people joining or considering joining.
 - 2. Darren noted island clubs would like the website to be easier to navigate. No specific feedback given, but the general consensus is that it's not user friendly nor is it easy to find the information.
 - 3. Brian noted \$10,000 to \$15,000 was spent on the last website development and was completed less than 10 years ago. Chair noted viaSport recently spent \$500,000 to update their website.
 - v. Corporate Sponsorship
 - 1. Brian noted BC Athletics just signed a six year agreement with Kahunaverse yesterday that includes an opportunity for increased rebate depending on gross sales.
 - vi. Government Communications
 - 1. Currently 26% of revenue and look at maintaining or increasing that funding.
 - vii. AC Meeting
 - 1. Communication planning is an issue for them too. Considering reaching out to Athletics Canada to see if something can be develop in tandem. Possible opportunity to combine problematic resourcing.
- c. Mark asked everyone to consider these areas and point and to provide their feedback to him.

- h. Programs & Technical Development – Tyler Heisterman
 - i. Director, Programs & Technical Development – Tyler Heisterman
 - 1. No Report provided
 - ii. Introductory Programs – Run Jump Throw Wheel and Junior Development – Sabrina Nettey
 - 1. Written Report circulated
 - a. Items of note
 - i. Chair thanked Sabrina for the non program time spent in December and January supporting the banquet.
 - 1. Clif noted Sabrina posts the award nominees on social media and website.
 - ii. Learning facilitators – Challenge to find people who are available to present during school hours on school days. Little easier when universities are done, mid May to end of June, but still need to be trained and in place by that time.
 - iii. Track & Field – J.D. to Masters
 - 1. Junior Development – Darren Willis, Director Liaison
 - a. No Report provided
 - 2. Track & Field (15 to 35 yrs) – Chris Winter
 - a. Written Report provided
 - i. Items of Note
 - 1. Two vacant committee positions, one being the Male Athlete Rep.
 - 2. Athlete Assistance Program in the midst of the application process and Athletes were provided scorecards. Talking to Track & Field Committee to approve funding for circulation in February.
 - 3. Targeted athlete program – Asked the athletes to register with the institutes and there's 36% uptake at the moment.
 - 4. In the midst of planning the BC Throws Project and looking at extra funding to provide targeted athletes.
 - 5. Upcoming Sprint/Hurdles Project Camp in Las Vegas and information has been sent to athletes.
 - 6. High Performance Development Camp last weekend and has 40 attendees, 30 of which were athletes.

7. BC Endurance Project Whistler Cross Country Camp booked for the end of August.
 8. Big news with the award of the 10,000m Championships for 2 years. Chris and Clif are organizing the Pacific Distance Carnival, June 13 at Swangard Stadium. High performance 1500m, 5000m and then the 10,000m Championships. Awarded Tourism BC grant for one year. Will apply again for next year. Also applied for viaSport hosting grant and waiting to hear back. Hoping to go live with everything March 1.
 - a. Clif noted they were looking for major sponsors: Two event sponsors, one for the 1500m and one for the 5000m.
- iv. Road and Cross Country – Clif Cunningham
1. Written Report circulated
 - a. Items of Note
 - i. Race directors Conference schedule for March 2nd, in conjunction with Triathlon BC. Hoping for 50 event directors. Looking at 5 topics – Volunteer Management and Training, Brand Building, Event Tourism, Gender Identity and Inclusivity, Event Cancellation, and Maximizing Media Exposure. Registration will open this week.
 - ii. Consulting on Handcycles to receive guidance on policy development. It's BC Athletics position that it's not a running event and communicating this position with events. Not a racing aspect of the sport and BC Wheelchair sports has the same position.
 - iii. BC 8K Championship held. Next Championships to be held is the 5K on St. Patrick's Day, March 16.
 - iv. Super Series underway.
 - v. Event Calendar updated through to November.
- v. Masters – Track & Field/Road Running/Cross Country Running – Mark Harding, Director Liaison
1. No Report provided
 - a. Mark noted he wasn't able to attend the last two meetings. Believes they've lost two members. Will confirm they are looking for members and if so, will put out a call for anyone interested.

1. Items of Note

- a. Jordan noted he is supporting Chris and Clif on the Pacific Distance Carnival and the upcoming Race Directors Conference.

j. Athletics Canada Update – Greg White & Staff

i. Athletics Canada

1. Athletics Canada Award Nominations

- a. U18 (Dolly Gabri & Jarrett Chong)
- b. U20 (Camryn Rogers & Anastas Eliopoulos)
- c. Athlete of the Year (Christabel Nettey, Cam Levins, Rachel Cliff)
- d. Athlete of the Year in Field Events (Christabel Nettey, Django Lovett)
- e. Performance of the Year (Django Lovett, Cam Levins, Rachel Cliff)
- f. Canadian University Athlete of the Year (Regan Yee)
- g. Para-Athlete of the Year in Ambulatory Events (Nathaniel Riech, Ness Murby)
- h. Para-Athlete of the Year in Wheelchair Events (Tristan Smyth)
- i. Off Track Athlete of the Year (Cam Levins & Rachel Cliff)
- j. Combined Events Athlete of the Year (Nina Schultz & Georgia Ellenwood)
- k. Official of the Year (Jason Swan)
- l. Development Coach of the Year (Bruce Deacon)
- m. High Performance Coach of the Year (Ziggy Szelagowicz)

ii. Sport BC

1. Sport BC Athlete of the Year Banquet: March 13, 2019

a. Awards:

- i. Frank Stebner - Presidents' Award – Athletics
- b. BC Athletics Nominations (finalists to be announced by SportBC in February 2019)
 - i. Athlete with a Disability – Tristan Smyth – BC WC Sports - Maple Ridge
 - ii. Female Coach of the Year – Malindi Elmore – Okanagan Athletics - KelownaFemale High School
 - Athlete of the Year – Taryn O'Neill – Okanagan Athletics
 - iii. Male High School Athlete of the Year – Jarrett Chong – So Surrey Athletics – Port Coquitlam
 - iv. Female Junior Athlete of the Year – Camryn Rogers – Kajaks TFC – Richmond
 - v. Male Junior Athlete of the Year – Jerome Blake – Coquitlam Cheetahs – Surrey

- vi. Master Athlete of the Year – David Guss – Kelowna Running Club – Kelowna
- vii. Female Senior Athlete of the Year – Rachel Cliff – Mile2Marathon – Vancouver
- viii. Male Senior Athlete of the Year – Django Lovett – Kajaks TFC – Surrey
- ix. University Athlete of the Year – Regan Yee – Trinity Wester Univ – So Hazelton

11. New Business:

- a. Records Approval – U16 – Men’s Triple Jump: August 12, 2018
 - i. This record was missed as part of the 2018 AGM approval of the Track & Field Records.
 - 1. Motion to approve the U16 Men’s Triple Jump record August 12, 2018 – J. Hinze/J. Gay – Passed
- b. Age Group Names – Proposed Rule Change and Recommendations
 - i. Membership Age Group Names – U16, U18, U20 – proposed rule change
 - 1. Driven by the provincial branch members of Athletics Canada, to use numbers rather than names for the age groups, give the negative connotation of the word Midget. At the Semi Annual General Meeting in November a motion was passed to adopt the terms U16, U18 and U20 to replace midget, youth and junior respectively. It was noted that the term Senior and Master would remain as is.
 - 2. Motion to approve updating the policy manual and any other applicable documents with the language
 - Midget age group to U16 (includes ages 14 & 15)
 - Youth age group to U18 (includes ages 16 & 17)
 - Junior age group to U20 (includes ages 18 & 19)

J. Myers/J. gay – Passed
 - 3. It was noted, as the motion passed, the change is effective immediately. It was further noted that rule changes made by the Board would be approved in September by the membership at the AGM as part of the Actions of the Board. Sam noted this the language has already been Trackie.
 - ii. Membership Age Group Names – Tyke, Pee Wee, Bantam – recommendation
 - 1. Recommendation for the Junior Development Committee and staff to review and make recommendations to the Board for the names of the age groups for Tyke (age 9), Pee Wee (ages 10 & 11) and Bantam (ages 12, 13).
 - iii. Membership Age Group Name – Track Rascals – recommendation
 - 1. Recommendation for staff to review, in consultation with the members, clubs and committees, and make recommendations to

the Board for the name of the age group Track Rascals (ages 6 to 8).

- iv. Motion to accept the recommendations for the membership age group names (Tyke, Pee Wee, Bantam and Track Rascals) as presented and approve moving forward with the recommendations. – C. Johnson/J. Emerson – Passed
 1. Brian noted he would ask Sabrina to take the lead on this and discuss with the Junior Development Committee. Will provide the timeframe of presenting at the next board meeting.

Recess – Meeting was recessed at 11:18am

LUNCH

Meeting and Session with Committee Chairs and Representatives

Attending in person: Dawn Copping, Chair Junior Development Committee

Attending by teleconference: Brian Thomson, Chair Officials Committee (joined the meeting at 12:34pm)

Regrets: Jake Madderom, Chair Masters Committee

12. Meeting was reconvened at 12:23pm.

13. Chair welcomed the BC Athletics Committee Chairs and Representatives and introductions were made. It was noted Mark Harding would speak for the Master Committee, Jordan Myers for the Road Running Committee; Chris Winter for the Track & Field Committee (U16, U18, U20, Senior) and Clif Cunningham for the Cross Country Committee.

14. BC Athletics Committees

- a. Junior Development Committee – Dawn Copping
 - i. Written Report circulated
 1. Items of Note
 - a. Initiatives and Plans for 2019
 - i. No items of note
 - b. Challenges and Opportunities
 - i. Internal and External factors: Noted some ideas in the report but no solutions known at this time. Solutions will likely be different for different regions of the province.
 - ii. Would like to see more tracks on the North Shore and other parts of the province.
 - c. The Quad – 2017 to 2020
 - i. No items of note

- d. Sky-high Thinking
 - i. Would like to see more programs, and tracks, across the province.
- e. Questions
 - i. Asked if facilities was a local issue as opposed to the rest of the province and it was noted, yes, thought more of a concern in general for Junior Development throughout the province.
 - ii. Comment that athletes are training but not competing and wondering if seeing it across the province. Noted a couple of clubs only have one to two athletes competing. Darren noted the same on the island. Chris noted his surprise with this but did agree training was a social thing. Sam noted some parents view competition negatively and Cathy agreed it was very much parent drive. Athletes anxiety and depression is on the rise and found going to a competition brought on that anxiety. Cathy noted she has started introducing mental training to help overcome that anxiety and left packages and tools with the club level to continue. It was also suggested, for the younger kids, not to have a full meet but rather mini meets to introduce competition.
 - iii. Chair asked, parents don't wish to spend the extra time to bring their children to a competition, but does it speak to anything with the competition being less friendly, or in competition with scheduling? Sam noted parents want a one day meet but also that parents don't want the kids to be competitive. If they see a club is encouraging but not pushing, then it can be seen as a positive thing. Depends on how the clubs frame messaging to the parents. Cathy noted the love for their kids drives parents not to want them to compete. Kids may be saying they are scared and have anxiety so parents deem the competition is not good for them.
 - iv. Dawn repeated that solutions may be different throughout the province. Her own club had a problem with parents putting kids, in younger age groups, into track programs to develop their bodies, not attend meets. Finding they are losing their best athletes to other sports before they are 12 and 13 years of age. Football big on the North Shore and

baseball is year round. No longer a seasonal segregation to sports. Loss of the top athletes in the club at 14 years and younger.

1. Jordan echoed the same challenge. Find boys get into track to utilize it to get stronger for other sports. Believes that's how it's pitched, at his daughter's school, as track and field are pathways to physical literacy in a number of sports and encouraged to continue with track to elevate them. Finding at 13/14 years of age kids are having to specialize so it's creating pressure to leave track to do so.
 2. Brian noted athletes that train but don't necessarily compete. Need to look at alternatives in the competition approach, maybe teams and relays, which may also help deflect the personal pressure on the individual.
 - a. Dawn noted her club finds it's not pressure in her club, but rather the parents who are not interested, which seems to be due to the lack of time.
- v. The Quad at the Junior Development level – Idea to thinking about the sport, with regard to planning and organization, and if there's any value at this age group to be looking at 4 year increments. Dawn mentioned it keeps on going and they look at it as they come up. Brian noted the strategic plan is a much bigger picture than just junior development but includes that age group. Overall, enhancing the sport so that, on a year to year basis, there are more opportunities, more sport, more officials, more coaching, etc. so that the impact is on a more broad level but not on a specific age group.
1. Darren clarified the quad cycle as fitting in with the Olympics. How many Junior Development kids know a top athlete in the sport? Noted that they don't understand the sport at that level and the Committee could work on ideas at a 4 year context, what are they thinking about that makes sense, that need to address.

- a. Cathy noted, as a young athlete, she knew the top athletes and their times, but the current youth athletes don't know this. It's very personal.
- b. Brian noted the Officials committee taken the provincial strategic plan and asked what do we do now within our own committee and planning to address the areas that have been identified and set out a strategy within that. Recommended sitting down and working with the Junior Development Committee to review the strategic plan to see how it affects them on a year to year basis within that quad period.
- c. Chris noted a surge of participants is usually seen following an Olympic year. May see this in 2021 and could look to more programs, coaches, etc. in anticipation of that boost.

b. Masters Committee

i. Written Report circulated

1. Items of Note

- i. Masters membership up by about 12% this year. Expect an increasing trend.
- ii. Need a couple more committee members (down to 6 now).
- iii. Need for Masters coaches within BC Athletics Clubs. Suggested reaching out to fitness classes for recruitment and Mark also suggested recruiting within gyms in general.
 - 1. Brian further clarified that more clinics to train them was also needed, in addition to more coaches.
- b. Initiatives and Plans for 2019
 - i. No Items of Note
- c. Challenges and Opportunities
 - i. No Items of Note
- d. The Quad – 2017 to 2020
 - i. No Items of Note
- e. Sky-high Thinking
 - i. More facilities.

f. Questions

- i. Asked if there was a need to target coaching education to coach masters athletes? Mark said yes, and agreed it would be very useful.
 1. Jordan also noted there's a lack of understanding and association to Masters given the perception to the age. Recommend looking into for recruitment opportunities.

c. Officials Committee – Brian Thomson

i. Written Report circulated

1. Items of Note

a. Initiatives and Plans for 2019

- i. Ensure all activities and tactics in the BCA 2017-2020 Strategic Plan – Implementation Plan (Officials) are addressed or underway for completion by 2020.

b. Challenges and Opportunities

- i. Would like to see how the things we do ties to the number of knowledgeable officials.
- ii. Recruiting is not the strength.
- iii. If can, tie as goal to activities of the strategic plan.

c. The Quad – 2017 to 2020

- i. Continuing recruitment for clubs with a few tweaks to delivering the workshops in conjunction with the meets. Keep attendance small. Exciting opportunity in Victoria, with the teachers, for an initiative to get students into the track meets. Pilot project for faster way to get people to level 2 by taking out some of the items received from feedback of those attending workshops.
- ii. Officiating – Lots of data to review and working on the quality of data as in various places and sources.
- iii. Mentoring – For officials that have stayed at level 1 or 2 for a long time, need to check the information, talk to and encourage upgrading.
- iv. External and internal factors
 1. Additional resources to reduce administrative tasks; biggest issue is with budgeting.
 2. Partnership with clubs.
 3. Potential opportunity with NOC to share best practices.

- d. Sky-high Thinking
 - i. Work less (do what we're going at – developing and retaining officials), accomplish more (teamwork) and (therefore) have fun.
 - ii. If regions were all self sufficient for officials at the school and club level, and a BCA person to help in administration, the officials committee could focus on provincial championships and mentoring, then have a smaller committee and infrastructure.
 - iii. Officials training facility, similar to airlines or fire department.
- e. Questions
 - i. Cathy commented at the Spruce Capital Meet in the spring, challenge with needing officials and officials training in the North Central region. Noted Cindy King is the coordinator but either she is not as interested or involved as she was. Tried to contact to ask to facilitate someone coming up. Have people interested. Wondering if they can have someone come up to Prince George to facilitate training? Brian noted he was the bottleneck as he was not able to get a hold of Cindy via email. Will try reaching out to Cindy again but regardless will help to work with someone there to make it happen. Asked Cathy to send him any information she has. Cathy suggested best course of action is to send someone up if possible.
 - 1. Chair asked Cathy and Brian to connect. Need a model for regional events, if practical, to do a Friday training and then have trainers there to help with the officiating and mentor during the meet.
 - a. Brian agreed and would like to have a contact there to move forward with.
 - b. Dawn noted John Cull has organized a number of meets for the lower mainland with the same format.
 - c. Brian noted it's set up for all the regions, the dates and meets just need to be posted on the website. Brian will send in the first week of February to Brian McCalder.

- i. Cathy suggested, for recruitment, as she attended an event run through viaSport, providing messaging on how to promote to the athletes as another means/way to get athletes involved in sport, even if they could not compete. Suggested getting a hold of Engage Sport North for a model for similar programming.
- d. Chair noted, to Cathy's request, there's a need for the event in early May.

Note: Brian Thomson, Officials Committee Chair, left the meeting at this point (1:09pm)

- d. Road Running Committee – Jordan Myers
 - i. Written Report circulated
 - a. Noted the report reflects more of Jordan's perspective, rather than the Committee.
 - b. Committee's AGM coming up in February.
 - c. Have had two members leave the committee recently but have the remaining long standing members. Would like to have one more athlete representative.

2. Items of Note

- a. Initiatives and Plans for 2019
 - i. No Items of Note
- b. Challenges and Opportunities
 - i. Struggled with consistent representation from the North. Has one from the island and the interior.
 - ii. Running clubs just road running and not getting a lot of representation.
- c. The Quad – 2017 to 2020
 - i. Strategic 10 year thinking – Communication: educating the public and diversifying revenue streams to support the PSO and for a stronger brand.
 - ii. Province does a good job with engagement and leadership nationally. Continue the level of excellence with diversifying and engaging the current membership at a higher level for more contributions (officiating, coaching, raising money, etc.)

- d. Sky-high Thinking
 - i. No Items of Note
- e. Questions
 - i. Chair echoed sentiment on liking to see more representation of the Road Running clubs at the AGM. Jordan noted the new format does encourage that participation and would like to see more clubs and members outside the lower mainland utilize it.
 - ii. Chair noted the running is happening locally and finding it positive that he knew a number of the people. Jordan mentioned the Mile to Marathon was becoming an organized structure and run crews encourage participation in the sport but need to tap into that enthusiasm.
 - 1. Mark noted mention of the park run and wondered if there was a way to get into. Jordan noted a challenge with getting the park run sanctioned. Brian noted they met with organizer a year and a half ago and provided the requirements for sanctioning but they were looking to get everything for free.
 - a. Mark noted they were also very good with their communication.
- e. Track & Field Committee (U16, U18, U20, Senior) – Chris Winter
 - i. Written Report submitted by Tara Self circulated
 - 1. Items of Note
 - a. Initiatives and Plans for 2019
 - i. Area of emphasis: Athlete Retention. Target keeping athletes involved in the sport for as long as possible. AAP no longer funds youth age athletes, as target funding to athletes at the senior and U20 level to help transition to the national level.
 - ii. Focussed on competitions as an area of weakness at senior levels. Athletes have to travel so looking to increase competitions locally. Looking at an idea for High performance series, similar to the super series for Cross Country. Emphasize one level of event and target event within a meet. Working on pitch to the clubs.
 - iii. Track & Field championships this year, taking advantage of different competition schedules,

which moved provincial championships, that may be used for qualifying for U20 level.

- b. Challenges and Opportunities
 - i. No items of Note
 - c. The Quad – 2017 to 2020
 - i. No Items of Note
 - d. Sky-high Thinking
 - i. No Items of Note
 - e. Questions
 - i. Chair asked if there are lessons learned from the Road Running series? Chris noted there are some similarities but mechanisms are likely not the same. Events consistent in size but up to individual events to see if worth adopting. Chair recommended High jump series or an event group. Chris noted looking at possibly targeting sprint, power, hurdles and jumps.
 - f. Cross Country Committee – Clif Cunningham
 - i. No Report provided
 - a. Clif noted the Committee hasn't met recently, only held phone calls to deal with issue within the season. Scheduling meeting possibly for the end of February as the Committee Chair resigned. The next meeting will be discussing the Chair's position but also would like to look ahead to the season coming up, to try and prepare well in advance.
2. Items of Note
- a. Initiatives and Plans for 2019
 - i. No Items of Note
 - b. Challenges and Opportunities
 - i. No Items of Note
 - c. The Quad – 2017 to 2020
 - i. No Items of Note
 - d. Sky-high Thinking
 - i. No Items of Note
 - e. Questions
 - i. Any news on the USport Championships in combination with provincial cross country – No updates.
- 15.** Chair thanked the Committee Chairs and Representatives for their attendance and participation.
- 16.** Next Board of Directors meeting will be held on Tuesday, April 23, 2018 at 5:30pm.
- a. It was noted that the June board meeting would be moved to Wednesday, June 26, 2019 at 5:30pm.

17. Motion to Adjourn – J. Hinze/J. Gill. Meeting was adjourned at 1:36pm.

Director Signature _____

Director Signature _____