

BC Athletics Annual Official's Meeting Minutes and Record of Decisions

November 7, 2021

MINUTES OF THE BC ATHLETICS ANNUAL OFFICIAL'S MEETING

Held via video conference

on NOVEMBER 7, 2021—10:00AM

Participation—54 Officials

Registration—74 Officials

| | | |
|--------------------------|---|--|
| OFFICIALS PRESENT | <ul style="list-style-type: none">• Beck, Brian• Bonin, Denise• Byington, Shirley• Carter, Deborah• de St. Croix, Maureen• Duley, Cathy• Durand, Zacharie• Fejfar, Peter• Fisher, Iain• Friedmann, Natasha• Gill, Jasmine• Hann, Sharon• Haris, Reginald• Haughton, Stephen• Hayley, Urith• Henderson, Kathleen• Kydd, Sue• Lingwood, Aileen• Loewen, Dale• Loewen, Janice | <ul style="list-style-type: none">• Love-Pankonin, Norma• Madderom, Jake• Man, Lanie• Martin, Steve• Matus, Diane• Needham, Judy• Neel, Kanwal• Newel, Keith• Nigel, Barrett• Parsakish, Carol• Rathy, Rick• Rollins, James• Sequeira, Vince• Siklenka, Maxine• Siklenka, Terry• Terlicher, Kathy• Uddin, Miraj• Wallace, Ina• Weicker, David• Wong, Celina |
| | Phone connections (name unknown) <ul style="list-style-type: none">• SM-A515F• 250-374-3325 | |

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|--|--|--|
| OFFICIALS COMMITTEE MEMBERS PRESENT | <ul style="list-style-type: none">• Carol Cull• John Cull• Cheryl Elke• Wayne Elke• Marilyn Benz | <ul style="list-style-type: none">• Bill Koch• Debbie Foote• Dawn Driver• Brian Thomson• Anthony Thomson |
| | Regrets <ul style="list-style-type: none">• none | |

AGENDA

1. Annual report and recognition

- Brian presented the annual report. See Appendix I for key points in presentation. The full annual report is on the BC Athletics website. Look under the Officials section on the tab labelled Annual Officials Meeting.
- Attendees were asked to complete an evaluation form at end of the meeting. Appendix II summarizes the feedback received.

2. Presentations—three presentations were included in the session

- Tokyo Olympic Experience (David Weicker)
 - David reviewed the video review procedures for the 2020 Paralympic games, including types of violations and appeals.
- Canadian T&F Championships (Brent Dolfo)
 - 2022 & 2023 Cdn T & F Championships in Langley, in 2022 qualifier for WA championships in Eugene and para championships in Japan.
 - All of Senior/Junior championships, Decathlon and Heptathlon championships and para championships.
 - Para preparations are most needed in the Call Room and for Jumps officials to be ready for para competition. David Weicker is working with call room scheduling for para-athletes.

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- The meet will allow for photofinish on both straightaways to be able to adjust for weather/wind.
- Automated False Start equipment has been delivered by AC to BC. Missing parts are being searched out, and tests of the equipment and training of local officials will begin this winter.
- On field digital displays are being developed for the meet.
- The total event has been extended to 5 days because of a world class road walk the day before 4-day meet. This will require internationally qualified walk judges. D. Michaud will come from Quebec, with an additional 2 RW officials from outside Canada.
- The meet organizers have sent officials lists to Athletics Canada and await confirmation from AC before official invitations can be sent out. Officials will be required to be of Levels 3, 4 or 5, AC members, and fully vaccinated.
- Training workshops will precede the meet because of the packed schedule during the meet.
- The meet will need out of province assistance in the call room, for starts referee, and for race walk officiating.
- webinars for officiating Para-events will be offered. An invitation to a Starter's webinar, delivered by David W., has been provided to all starters in BC.
- BC Summer Games (Debbie Foote)
 - Met in PG recently with local HOC, examined track.
 - Now plan to have all officials arrive on the preceding Wednesday – for training purposes, need to be fully vaccinated,
 - John and Carol Cull have agreed to be official's coordinators.
 - Will have to train officials beforehand and will have to send officials up to supplement locals.
 - A technical package and other information will come out in December or January.

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3. Official's Committee Elections: Term to 2023

- Anthony Thomson ran the election component of the meeting.
- All 5 of the 5 officials committee members with terms ending in 2021 agreed to run again. They are Bill Koch, Wayne Elke, John Cull, Carol Cull and Brian Thomson.
- There were no nominations for officials to stand for the Committee prior to the meeting. There were no nominations from the floor.
- Anthony moved the five committee members standing for re-election be accepted by acclamation. Kanwal Neel seconded. Motion passed.

4. Dale Loewen's Video and Pictorial Review of the 2019-2021 Season –

- Dale's video and pictorial review returned to this year's meeting. The review included images and activities from 2019 through 2021 seasons. The review also included a memorial for Alwilda Van Ryswyk. As in previous years, this presentation was exceptionally well-received and the memorial for Alwilda was particularly touching.

5. OTHER BUSINESS

Issues arising – nil

ADJOURNMENT – 12:30pm

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Appendix I—Key Points from Annual Report Presentation

Introduction

- Introduction of current Officials Committee members and regional coordinators.
- Number of meets increased from 2019 to 2021, primarily a result of many small meets.
- Number of officiating days declined somewhat because of smaller meet size and covid-19 restrictions.

Recruitment

- New recruitment tools and approaches was highest priority from survey at 2019 Annual Officials Meeting.
- Recruitment was a success. New certification pathway. 26 new Level 2 officials in 2021 along with 125 prospective officials entering the pathway at level 1 and level 2. Moving to online registration for 2022 to help track new officials and provide greater support to new officials. Hope to increase mentoring in 2022.
- Questions:
 - Vaccination cards required for officiating meets? Bill suggested that regional coordinators or the committee request that officials email their vaccination cards to the regional coordinators or committee so that vax status can be shared with HOC prior to specific meets.
 - Feasibility of online monitoring of meet credits? This is a direction we would like to go. Will aid development and retention of officials.
 - Workshops / ongoing training for retention of new officials. Development Working Group will develop course calendar for 2022. Aim to have mentoring in place to retain and encourage new officials to upgrade.
 - Any ideas as to how COVID is going to change how to get new Officials? Continue with activities as per COVID restrictions in 2021. Work with clubs on “New Officials Class of 2022” to enter pathway and complete online training. Move into practicum with hands-on experience officiating at club meets. Experience is key to development to Level 2 and beyond. Will need meets for that. Follow Provincial Health Orders of the day for COVID requirements.

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Appendix I—Key Points from Annual Report Presentation

Development

- Developing upper-level officials to replace retiring officials was second highest priority from survey at 2019 Annual Officials Meeting.
- Six webinar sessions were provided this past year as way for prospective officials to prepare for officiating at club meets (in light of COVID restrictions limiting opportunities to officiate). Comprised interviews with discipline experts on how to prepare and officiate at club level meets. These were a success.
- Six workshops were also held on electronic distance measuring in preparation for Canadian National T&F Championships in Langley (2022).
- A number of new level 3 officials were promoted, including level 3 umpires (4) and starters (2), SA-track (1), PFCJ (1), Throws (1), VJ (1), Competition Secretaries (2). More officials are currently working on upgrading to level 3 specialization.
- Build out Athletics—need to consider development of officials for all athletics including cross-country, road racing and mountain running.
- Professional Development—NOC will be implementing programs for senior officials to maintain their knowledge base. Event Leaders Program (zoom meetings) for senior officials in disciplines across Canada have been held this past year (e.g., Starters' Assistance/Call Room Judge zoom meetings). Great way to share experiences and build common procedures and knowledge base. However, some disciplines (e.g., starters) have not been active in this regard. Interested officials are encouraged to be proactive and offer support to Event Leaders for groups that may not be as active (e.g., suggest agendas; volunteer to organize/survey, etc.).
- Mentoring at levels 3-5 will be focused on supporting officials within province to be ready for their national level evaluations. Thus, there will be a greater emphasis on building a range of experiences to meet the expectations of an official at level 3-5 such that the evaluation is merely confirmation.
- Questions
 - building a course calendar for specialist workshops? Yes. Target early 2022. Calendar will cover workshops and clinics for levels 3 and 4 along with infrastructure (mentors, evaluators, clinicians). Meet specific training

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Appendix I—Key Points from Annual Report Presentation

requirements will also be incorporated (e.g., para training for Nationals, BC Summer Games in Prince George).

- a. Procedures for dealing with extreme heat and meets given the heat bomb that hit BC and western Canada this past June. See guidelines on the BC Athletics website under “All Information/Miscellaneous” and labeled “Guidelines for Extreme Environmental Conditions - Air Quality, Inclement Weather, Heat” <https://www.bcathletics.org/admin/js/elfinder/files/HIGH%20PERFORMANCE/06.21-%20BCA%20Guidelines%20for%20Extreme%20Environmental%20Conditions.pdf>
 - o List of retiring officials. There is no such list as “retirement” is an individual decision made by officials according to their own health, interests, and other commitments. It is impossible for the committee to predict specific retirements under the current circumstances. The committee’s position is that we want to keep officials active as long as they are interested and competent.
 - o possible financial compensation for officials who take time away from work to travel for evaluations? This is unclear. Brian noted the uncertainty whether such compensation would make a difference in the pool of officials, where the funds would come from and how to make it accessible to all (e.g., students, non-working officials, seniors).
 - o When will evaluations for levels 4 and 5 resume? NOC working hard to get going. Huge backlog across country. Hoping for evaluations at indoor meets starting early 2022. Canadian T&F Championships will be great opportunity to work on backlog (COVID willing). Cheryl Elke is fantastic at working with NOC to get evaluations scheduled.

Retention

- o The number of officials dropped 2020 and 2021 secondary to more granular counting of officials (deleting those who are not credentialed as Levels 1 – 5 but merely ticked off the officials’ item on their membership form) and a reduction in officiating secondary to Covid-19 precautions.
- o Recognition: A number of officials were recognized this year for their recent or past accomplishments, including Wayne and Cheryl Elke, Marilyn Benz, David Weicker, John and Carol Cull, Anthony Thomson, Ann Lansdell (NOC 70+ years of service), Peter Fejfar

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Appendix I—Key Points from Annual Report Presentation

(50-year service award), Kathy Terlicher (NOC wall of honour). As well, Athletics Canada nominated David Weicker for the World Athletics Veterans Pin.

Transition in Modernizing Officiating Programs

- Brian presented the transition as a major change management activity. The Officials Committee needs to lead and support officials through the transition. Communication will be important. Emails and newsletters as well as 2-way communication vehicles such as town hall meetings. A pilot project is upcoming for townhall meetings.
- Significant training will be provided in the transition and building capacity for the new programs (e.g., evaluators, mentors, clinicians).
- Partnership with NOC for their resources and expertise will be critical.
- BC Athletics has shown tremendous support for officials (e.g., AGM). Providing staff support for officiating programs—most likely early in 2022.
- The committee is looking for volunteers for working groups to assist with the transition.

Finance

- Major cost items to watch going forward are:
 - Competitions—travel to meets to gain experience for officials to replace our retiring officials.
 - Certifications for levels 3-5.
 - Training—delivering workshops as part of pathway to levels 3-5.
- Membership fees increase for officials to \$30 starting 2023.

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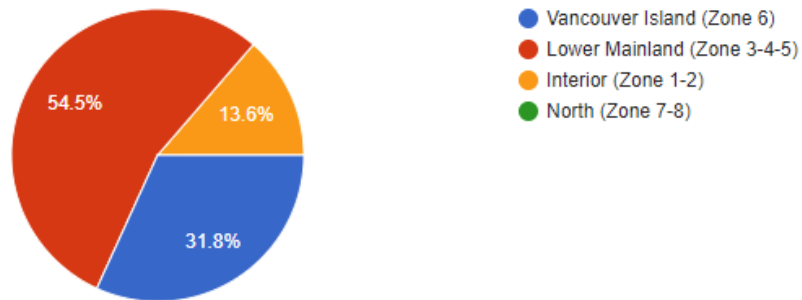
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Appendix II—Summary of Participant Feedback

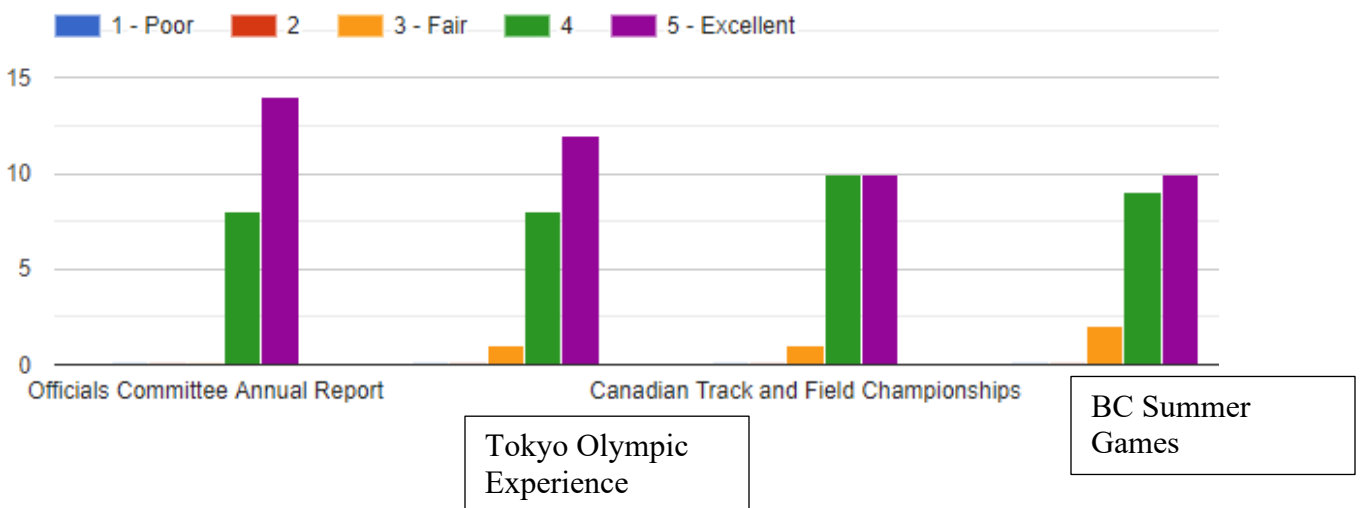
1. Zone/Region of Participant

Zone/Region

22 responses



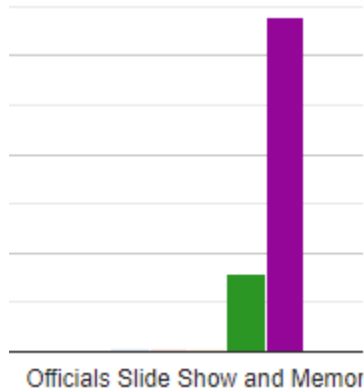
2. Rate the Following Elements of the Meeting



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Appendix II—Summary of Participant Feedback



Comments:

- very well done; well-organized, lot of time for questions, as usual Dale's video was incredible—12 similar responses.
- Thank you for an informative session. It helped broaden my understanding of what the Officials Committee does and that it has so much going on with different working groups. It's great to see that so much work gets done with such a small but active and committed group of Officials.
- Chat allowed for good questions and answers
- still missing info--with the BC Games, it didn't seem they were sure about getting the officials there, so it made me wonder if they had thought of accommodation.
- It was good that it was shown that Officials Committee has sub-groups that handle the different aspects that need attention. If we had newer officials in the meeting, it would be helpful to give a short overview as to what each group does and how one can volunteer, (i.e., what tasks there are and how much commitment it takes) to entice newer officials to help where needed.
- One of the challenges for retention is official burn out due to the large number of meets and long days at the track. For people in the work force it is challenging to work M-F in paid work and then commit 20 hours + (meet and travel) on weekends year after year. This past year I particularly enjoyed the evening meets. While this did make my days very long, I felt that I was able to contribute to officiating. I then spent my weekends hiking with my family.
- Things that will help with retention--Respect from clubs. This includes respect for our time by shortening the length of meets.

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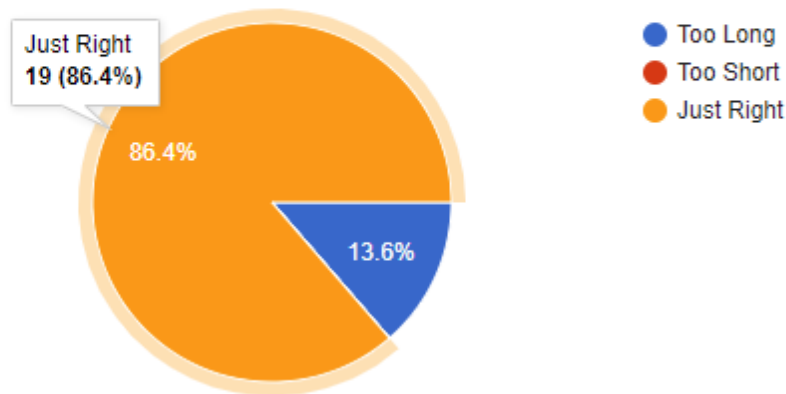
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Appendix II—Summary of Participant Feedback

3. Length of Meeting

Please rate the length of the meeting?

22 responses



Comments

- I did not find the meeting too long, but other members commented that they had lunch engagements conflicts. Sunday morning is a good time for me.
- Getting towards too long just because of sitting in front of a computer!

4. What suggestions do you have to improve the meeting?

- Supportive comments—5 responses.
- In the spirit of Reconciliation and Respect, the meetings must open with an acknowledgment for the Indigenous territories.
- Annual Meeting ok. But Town Hall in Jan/Feb should be shorter.
- When we go back to in-person AGM meetings, consider a hybrid model so that out of town officials do not need to travel yet obtain benefits of face to face.
- How about making the meeting a little more interactive - add quiz questions, polls etc.
- Town hall concept is great

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Appendix II—Summary of Participant Feedback

5. **I would like to know more about the following recruitment, development, or retention programs:**
- upgrading to level 4 and the pathway to do so.
 - Yes, all of the above.
 - interested in the mentoring program so I can complete my Level 3 and then fully participate in the bigger meets.
 - I'm also very keen on the Event Leader Group for Starters.
 - Development pathways, how to progress beyond level 5, how to become a referee. How do I reach David Weicker's level?
 - Mentoring program-- who, when and how mentoring will take place. Do mentors submit case for increasing levels for officials?
 - What level 4 workshops are planned for 2022? Please plan workshops after 5pm PT or on weekends to allow working officials to participate in the workshops.
6. **What comments and/or questions do you have for the BC Athletics Officials Committee?**
- Any support you can provide to help with my ability to upgrade to level 4 is appreciated.
 - Hopefully the minor hiccups from the new online module pathway will have been addressed and that things will be smooth in the (non-Covid) years to come. Thanks for the hard work done by all!!
 - In terms of recruitment and retention, to do a survey among the new officials why do they officiate and what their thoughts are on their experience, specifically Class of 2021. What prompted them to join. So we can find ways to retain them, and also pull new people like parents or athletes to become interested in officiating. We can also target

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Appendix II—Summary of Participant Feedback

the ones that were signed up but didn't complete the program, what they needed and how we can support them to continue and get accredited.

- I think the Officials have not had much recognition. It is a good thing that BC Athletics is starting to do that profiling, but from the Officials Committee side, we can do more and advertise the group and help recruit new officials. As we can see, most officials are silver-haired and have been around for a long time. How do we get a younger demographic to come into the fold and keep them there, as how most of the senior officials have started in their career as well. Maybe a series of articles about Officials (who we are, what we do, how you can help, etc.) - more active marketing
- Given that it is a volunteer job. It would be great for families to know that the Officials are volunteers and without them, it would be difficult to run a meet. Being new to officiating, my experience is that it seems that within the Officials group, things are done in separate sections. It did feel it was hard to get a hold of a main contact person to learn about things and how to access information as a new recruit. (i.e., Who and when to submit complete hours to?) I understand that the pathway is new and it maybe different from how things were done before Covid. I did get help from different individuals and made it work. But wondering if that communication process can be streamlined for new recruits, so there is one person to contact them and follow up on their progress.
- On the positive side, I am appreciative of all the senior experienced officials who were always supportive on the field. How they were willing to impart their knowledge and share tips. It made the learning environment enjoyable, and it was one thing to look forward to attending a new meet.
- A suggestion to put up an organizational chart of which groups there are - who to approach for what? I guess currently, the main contact we have is the Zone coordinator.
- Having a liaison within each club for Officials would be helpful.
- Also hoping for continuing learning during winter in preparation for spring/competition season.
- For documentation, can we include Dale Loewen's contact info, so we know where to send pictures of. It would be nice on club level if there is someone who takes pictures and documents and shares them with the Committee (much like with other BC Athletics events). It's just not publicized properly.
- I hope to compete Level 3 (Starter) next year. Please help me in every way possible.
- Will we get a list of any workshops, etc. that would enable us to work the Paralympics, in our discipline, at the Canadian championships?

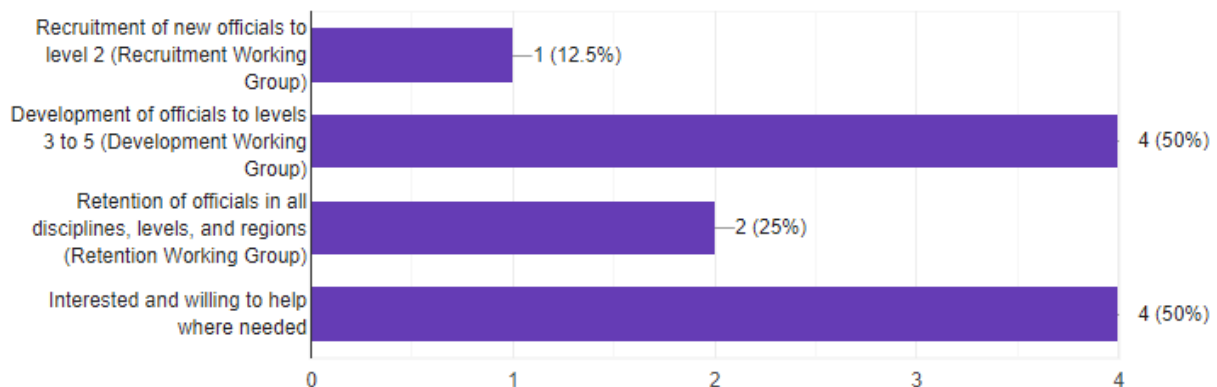
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Appendix II—Summary of Participant Feedback

- Dave answered question about new rule book. The idea about only online is less than satisfying. Maybe additions or changes online but each official should have the latest printed copy to start with. The only way to encourage full reading and handling.
- Is the committee doing targeted development to improve areas it is lacking experience? Are newer (or experienced) officials steered towards lacking events to fill those gaps? There isn't much support for new officials to plan how they want to progress their development.

7. **I would like to volunteer to help the BC Athletics Officials Committee in the following areas:**



8. **I would be interested in attending a virtual Town Hall session in early 2022 that covered the following topics:**

- All supportive comments.
- updates on the 2 big meets—4 similar responses
- recruitment, communications/advertising, workshops,
- Progressing through Level 3 and then onto Level 4.
- mentoring levels 2 to get to level 3
- Structure of officials at a track meet.
- maybe a survey of officials to see what their plans are about retirement, etc.
- Please organize for after 5pm PT or on weekends to allow working officials to participate.