



Officials Committee Annual Report (2017)



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Executive Summary

2017 was a busy and productive year for the BC Athletics Officials Committee. We surpassed our target for active officials reaching 202 compared to our target of 194. More officials than planned completed their upgrading with 40 officials upgrading compared to a target of 35. The number of track and field meets supported by officials increased to 107 from 89 while participation declined by just under 2% from 2,148 person days in 2016 to 2,113 person days.

Training and education activities in 2017 resulted in a total of 15 workshops across levels and regions—fewer than the target of 25 but with much higher participation. A total of 161 officials attended workshops compared to the target of 104. These training activities were successful in helping us meet our target for recruitment of 10 new Level 1 officials.

Retention activities expanded with record participation in the Annual Recognition Item and re-activation of the Athletics Canada Service Pins.

Official's Committee

The Committee met six times since it was elected at the 2016 AGM. One meeting was a conference call held to review the BC Athletics Strategic Plan (2017-2020). Another meeting was an informal update meeting held mid-summer to check on the progress against meeting our 2017 targets.

The Committee consists of 10 members including an active representative from the BCA Board of Directors.

BC Officials Committee Annual Report (2017)

This report provides an overview of officiating in 2017 followed by our accomplishments and plans in each of the three major areas of the Committee's focus:

- Recruitment of officials.
- Training and education of officials.
- Retention of officials.

In addition, we describe the activities and plans for services carried out to support the officiating of meets in BC.

Note: there were no activities for the North (regions 7-8) in 2017 due to major maintenance to the Prince George track. Activities will reconvene in 2018.

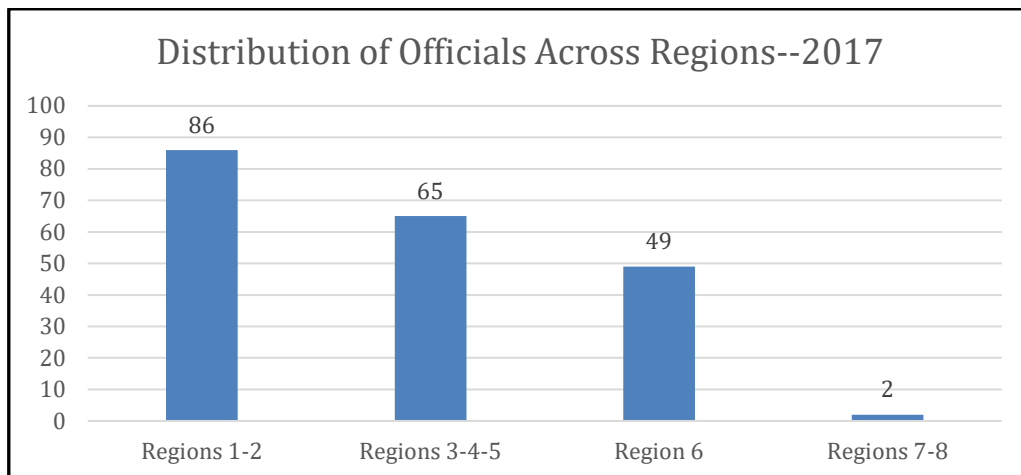
Overview of 2017

Membership

Our 2017 target for membership was 194 active officials.

We exceeded this target with a total of 202 active officials as illustrated in the table below. The highest number of officials are in the Interior (regions 1-2) followed by the Lower Mainland (regions 3-4-5), Vancouver Island and Sunshine Coast (Region 6) and the North (regions 1-2).

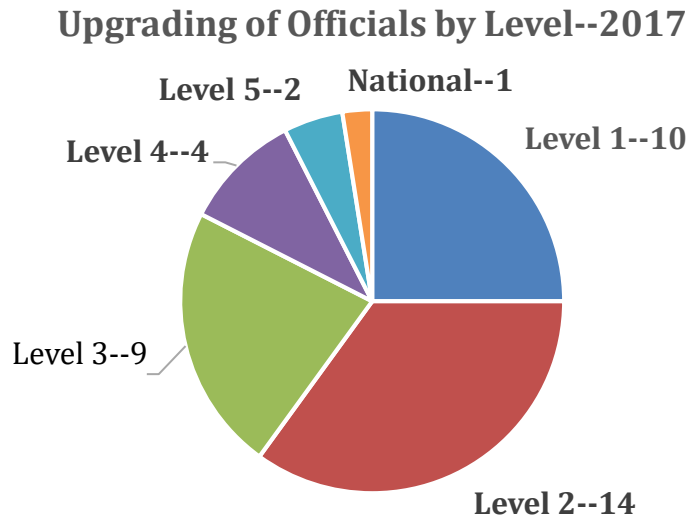
Note: an active official is one who has registered as an official, paid their BC Athletics annual membership dues and worked at least one meet.



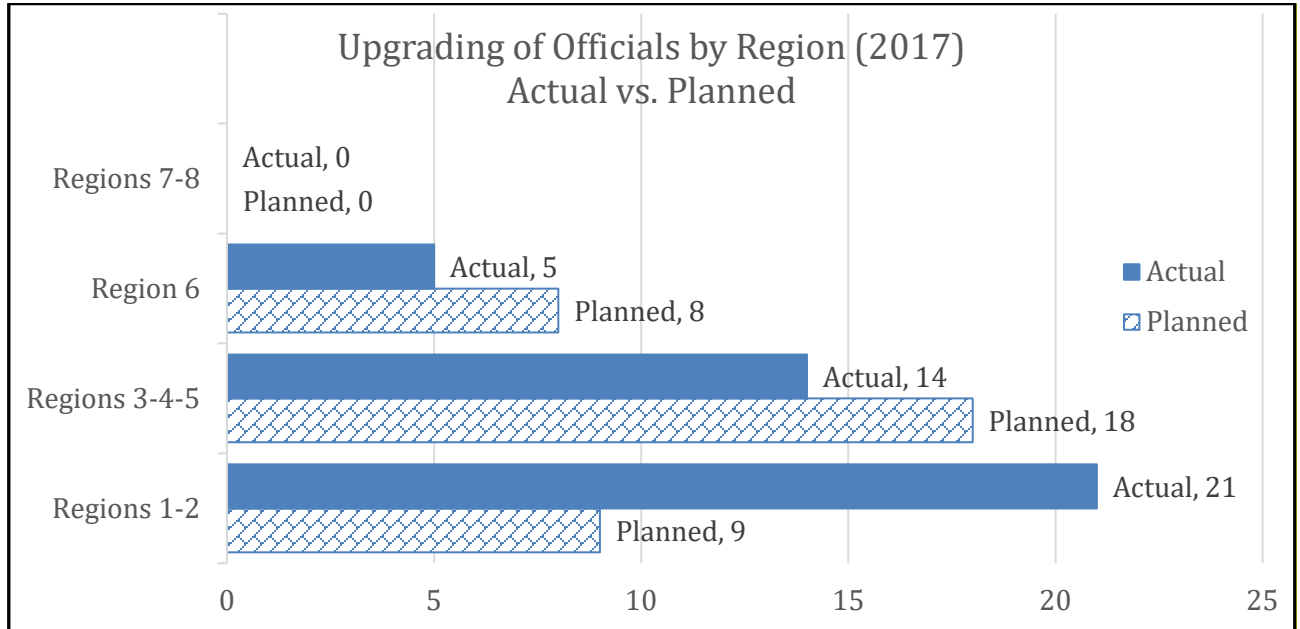
Upgrading

We targeted 35 officials for upgrading in 2017.

This target was exceeded with 40 officials receiving upgrades. The chart below shows the distribution of upgrading by level. We achieved our target of new (level 1) officials of 10. An encouraging number of officials upgraded to level 2 (14) followed by good upgrading activity in levels 3, 4 and 5. We are very excited to see the number of upgrades at the higher levels as these require significant commitment and effort and provides leadership and support to our younger and less experienced officials.



The chart below lists officials upgraded by region (actual vs. planned). Regions 1-2 exceeded their target while regions 3-4-5 and 6 were close to target. As upgrading is a multi-year process, this is not viewed as an area for concern and will continue to be monitored and activities carried out accordingly.



A list of all officials upgraded in 2017 can be found in Appendix II. Further details on upgrading activity by region (actual vs. planned) are listed in Appendix III.

Competitions

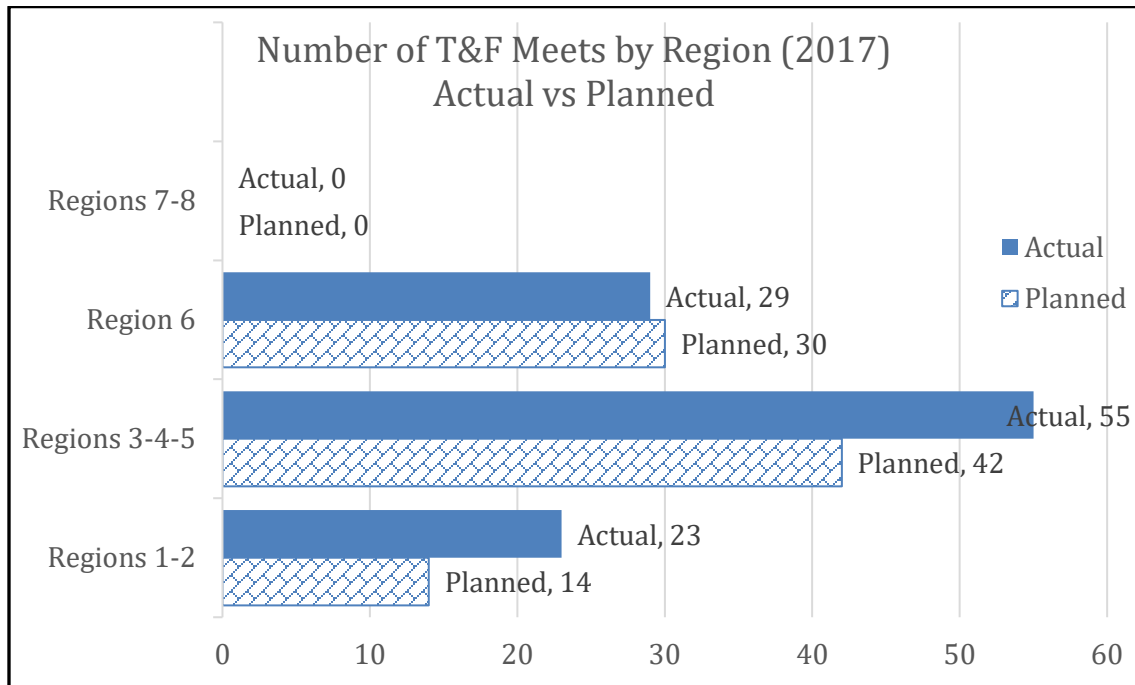
The competition target for 2017 was the number and participation levels from the 2016 season—89 meets involving 2,148 person-days of effort.

We exceed our target for number of track and field meets with 107 meets compared to 89 in 2016. We were just under our targeted participation with 2,113 person-days of official's time compared to 2,148 person-days last year. The difference in participation levels can be attributed to smaller but more meets requiring fewer officials. The Committee does not have a standardized way of collecting statistics on meet participation and could also be a factor in the difference.

The table below lists the number of meets and participation in 2017.

Meet	# of T&F Meets	# of Participants (Person-days)
National	11	402
Prov. Championship	5	150
Club	48	1,105
School	43	456
Total	107	2,113

The following chart summarizes the participation of officials by region (actual vs. planned). Regions 1-2 and 3-4-5 exceeded their plan while Region 6 was just under target—from two Provincial Championship meets held in the region in 2016 that returned to the Lower Mainland in 2017. The Officials Committee plans to look at how we track the number and participation at meets throughout all regions as we believe the numbers under-report actual involvement. The Officials Committee also plans to work with BC Athletics to address the number of meets held in the Lower Mainland (Regions 3-4-5). There are many more meets conducted compared to the number of officials available locally and is partly due to reasons beyond the control of the Officials Committee (e.g., volume of sanctioned meets scheduled, use of club meets as revenue generators).



Appendix IV provides details on participation of officials by region.

Recruitment of Officials

Recruitment Plans for 2017

Our plans and activities for recruitment in 2017 were based on the strategies listed in the BC Athletics Strategic Plan (2017-2020):

- Activate the Officials' recruitment initiative to ensure appropriate growth and retention of officials.
- Look at new target audiences (e.g., members, school-based athletes) to recruit through activities such as increasing the training and education offerings.

Our targets for recruitment in 2017 were:

- Recruit 10 new Level 1 officials. Focus recruitment on our “core audience” of those with a pre-existing connection to Athletics such as parents of athletes, current and former athletes themselves, coaches, and people who became involved through school events.

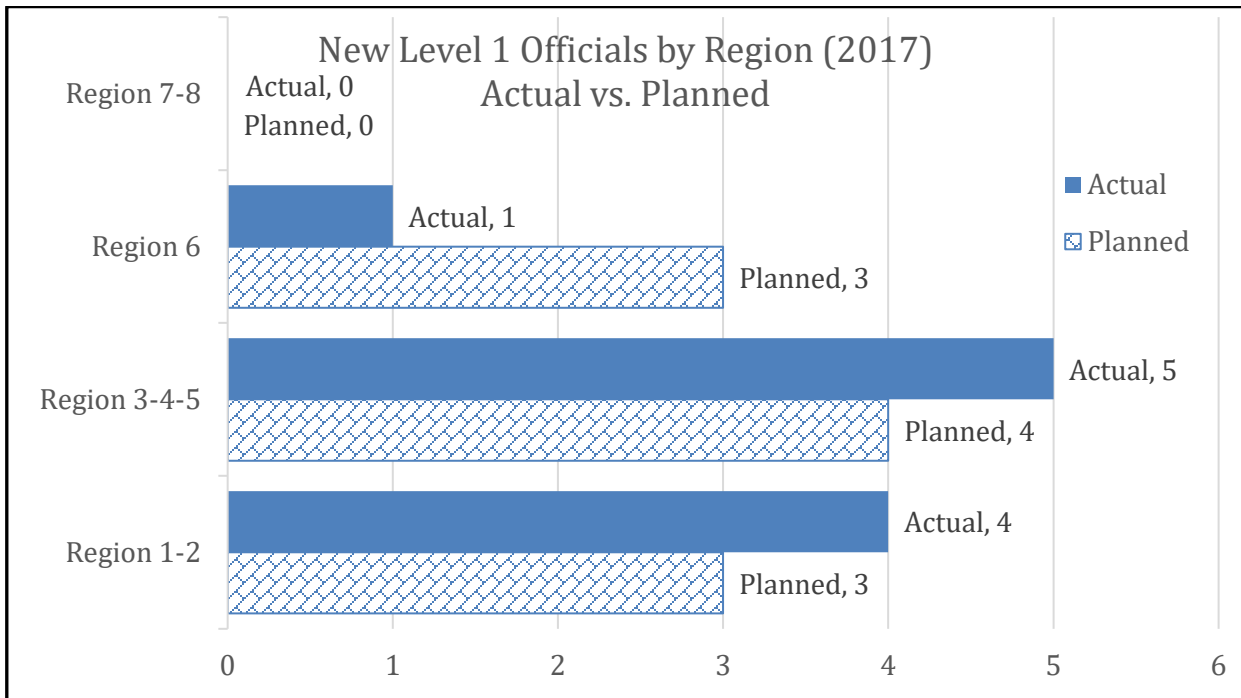
Note: a new Level 1 official is one who has participated in the Level 1 Workshop, completed the required number of service credits and submitted their application for Level 1 status.

Recruitment Results in 2017

As shown in the chart below, we met our target of new Level 1 officials through welcoming 10 new officials. Regions 1-2 and 3-4-5 exceeded their plan while Region 6 was impacted by the rescheduling of a Club meet that was an important recruiting event.

Recruitment activities included the following:

- Jointly recruiting with Clubs through delivering workshops and coordinating the staffing of officials and volunteers at Club meets.
- Using school meets to identify potential officials by offering training and encouragement to teachers, parents and athletes to become officials.
- Networking—utilizing our current officials to encourage friends, family and others such as masters and retiring athletes to try officiating.



Recruitment Plans for Next Year (2018)

Our recruitment activities for 2018 will be confirmed after our Annual Officials Meeting when Committee members are elected and the 2018 Activity Plan is completed. Although we met our recruitment target of 10 new officials in 2017, the Officials Committee understands that this is too low a long term target. The number of new officials at all levels will need to increase to match anticipated retirement of existing officials and the high rate of attrition between levels 1 and 2.

The recruitment activities will revolve around the following:

- Continuing our current recruitment initiatives with clubs, schools and current officials (word of mouth).
- Continuing to build relations with schools, masters and retiring athletes as a source of new officials.
- Encouraging all Clubs to have an Officials Liaison to assist with the Club's recruiting, training, development, scheduling and tracking of officials. Clubs with this type of role on their Executive tend to be the most successful at recruiting and retaining officials to enable them to host sanctioned meets. We will work with the BC Athletics Board of Directors to encourage all clubs in BC to meet this target.
- Using our involvement with the National Officials Committee to share recruiting initiatives that have been successful in other provinces.

Training and Education of Officials

Training and Education Plans for 2017

Strategies for Training and Education of Officials in the BC Athletics Strategic Plan (2017-2020) were:

- Develop and publish a multi-year Officials course plan and calendar.
- Develop and implement an active support and advancement program to encourage continued upgrading and training of all officials.
- Ensure that Officials training courses are delivered relative to the needs of each region and discipline.
- Explore and develop online training and professional development resources.
- Provide training and development opportunities for Technical Delegates.

Our targets for training and education in 2017 were:

- 25 workshops across regions except the North who have limited activity this year due to maintenance on their track. Total participation at workshops targeted at 104.
- 19 Level 1 and 2 Level workshops delivered in all regions (except the North). A total of 80 participants planned to attend these workshops.
- Deliver 6 other workshops with 24 participants.

Training and Education Results in 2017:

Overall

We organized and delivered fewer workshops than planned with much higher attendance. A total of 15 workshops were carried out compared to a target of 25. Participation at workshops greatly exceeded our target with 161 officials taking training compared to the target of 104.

The calendar of workshops delivered in 2017 can be found in Appendix 1.

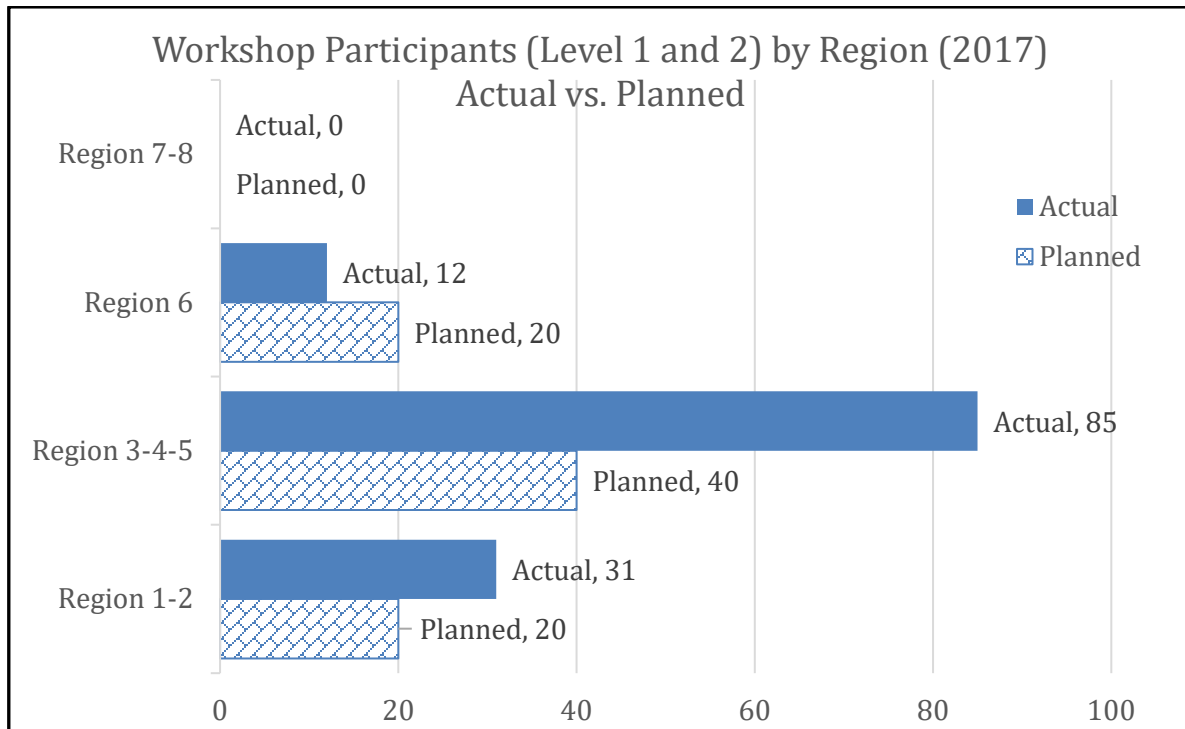
Level 1 and Level 2 Workshops

Twelve (12) Level 1 and Level 2 workshops were carried out against a target of 19. The table below summarizes the number of workshops by region. Regions 1-2 met their plan while Regions 3-4-5 and 6 fell short of target—partly from aggressive targets and partly from scheduling issues.

Level 1 and 2 Workshops by Region

Region	2017 Plan	2017 Actual
Regions 1-2	4	4
Regions 3-4-5	9	6
Region 6	6	2
Regions 7-8	--	--
Total	19	12

Participation at Level 1 and Level 2 workshops was higher than planned with 128 participants compared to a target of 80. The chart below summarizes the participation at workshops by region (actual vs. planned). Regions 1-2 and 3-4-5 exceeded their targets while Region 6 was under due to workshop scheduling issues.



We responded to all requests for Level 1 and Level 2 workshops and co-hosted almost all of our Level 1 and level 2 workshops with our partner clubs. Two workshops in the Lower Mainland were presented as part of the Jerome Training Week. As a way to increase awareness and recruitment of officials, we worked with coaching education to prepare and deliver Level 1 Officials education as part of the NCCP Sport Coach course.

Other Workshops

As shown in the table below, 3 higher level workshops were delivered compared to a plan of 6 with participation higher again with 33 officials attended versus a plan of 24. Several advanced workshops were envisioned for delivery in conjunction with our major National level meets but had limited demand due to the skill level of officials at major meets. We will look to other venues such as Provincial Championships, larger club meets and the Annual Officials Meeting to deliver these types of advanced workshops. The plan to pilot Level 3 workshops was felt unnecessary as attendance to Level 4 workshops was opened up to Level 2 and Level 3 officials. In addition, we were unable to track down materials from Level 3 workshops in other provinces that would have reduced our effort in piloting these workshops.

Other Workshops

Workshop Type	2017 Plan	2017 Actual
Level 3 Development	3 (12 officials)	--
National	3 (12 officials)	1 (17 officials)
Other	--	2 (16 officials)
Total (Other Workshops)	6 (24 officials)	3 (33 officials)

Other Training Activities

Other training activities in 2017 included the following:

- Developed and published a multi-year Officials course calendar covering workshops delivered across all regions. The calendar was based on the skill levels of current officials and the demand for officials (e.g., quantity and quality of meets) across the regions.
- Presented a National Mentors Workshop for 17 officials. Some officials took the Workshop to maintain their qualifications. Others participated in order to qualify for inclusion in the National Mentors list.
- Rolled out the Quick Guides for Officials as reference material, available on-line, to leverage the experience of our officials to less experienced officials working Club and school meets.
- Developed guidelines and procedures to help officials, and others, to understand the process for protests and appeals. The guidelines and procedures were published in the Meet Directors Manual.

Training and Education Plans for Next Year (2018)

Training and education activities for 2018 will be planned by the Officials Committee, in conjunction with the Regional Development Coordinators, in the November timeframe. The plans for 2018 will include the following:

- Continue to enhance the multi-year Officials course calendar and increase exposure of the calendar and the underlying workshops.
- Plan and deliver the training program for 2018—covering the workshops required by the Regions for recruitment and upgrading purposes as well as developing skills for future meets and the anticipated retirement of existing officials.
- Continue to work with the National Officials Committee in reviewing its pathways for developing officials and maintaining and enhancing the corresponding workshop and support materials. The development of electronic and self-directed learning may be included with this activity.
- Update Provincial training materials to reflect new 2018-2019 IAAF Rule Book.
- Review our mentoring program and make any enhancements to encourage the development and retention of our officials.
- Present workshops as part of the Jerome Training Week.
- Present Level 1 Officials Workshops as part of the NCCP Sport Coach training.
- Provide new IAAF Rule Books (2018-19) as a membership benefit for Level 2 and higher officials.
- Publish articles in the Officials Newsletter on the upgrading process and technical articles on event rules.

Retention of Officials

Retention Plans for 2017

Strategies for Retention of Officials in the BC Athletics Strategic Plan (2017-2020) were:

- maintain and enhance a multi-faceted program for officials that encourages retention and recognizes participation, upgrading and years of service

Our targets for retention in 2017 were:

- Maintain all retention activities carried out in 2016 (e.g., targets for 2017 are the same as actual results of retention activities in 2016).
- Enhance the retention program with additional activities designed to thank officials for their involvement in officiating over the years.

Retention Results in 2017

We achieved our targets for retention activities in 2017:

- Meeting, or exceeding, targets in all retention activities.
- Expanding our retention program by reactivating the Athletics Canada Service Pins as a way to reward officials who have stayed with us for five or more years.

Details on retention activities include the following:

- **BC Athletics Annual Awards**—planning to nominate four officials for the awards event envisioned for early 2018.
- **Athletics Canada awards**—nominating 2 officials for a total of three Athletics Canada awards. One nomination was successful with Judy Armstrong (Kamloops) being accepted for the Athletics Canada Hall of Fame (Builder).
- **Annual Meeting**—scheduled for October 21, 2017 at the Fortius Athlete Development Centre (BC Athletics offices) in Burnaby.
- **IAAF Rule Book (2018-19)**—will be part of our plan for 2018--distributing new rules books, when available, to active officials in BC (Level 2 and higher). An estimated 175 officials will receive new rule books.
- **Uniform Golf Shirt / Personal Name Tag**—providing a white golf shirt and a personal name tag to 14 new Level 2 officials.
- **Annual Recognition Item**—providing a record number of items (77)—a fleece lined, long sleeve shirt embroidered with the BC Athletics logo.
- **Upgrading Recognition**—providing 16 gift cards to officials who upgraded to levels 3, 4 or 5. The congratulatory nature of this recognition activity started in 2016 and has grown by almost 50% in 2017.

- **Greeting Cards**—increasing the number of greeting cards distributed in 2017 to 27 from 21 in 2016. Cards were sent to officials for events ranging from weddings, births, condolences and illness.
- **Athletics Canada Service Pins**—reactivating the service pins for recognizing the length of service by our officials. Pins will be awarded at the Annual Officials Meeting.
- **Service Recognition (Official's Newsletter)**—publishing 15 issues over the year thanking individual officials for their participation in recent meets.

Retention Activity	2017 Plan	2017 Actual
BC Athletics Annual Awards	4	4 (planned)
Athletics Canada Annual Awards	3	3
Annual Meeting	1	1 (Oct 21/17)
Annual Recognition Item	56	77
IAAF Rule Book (2018-2019)	--	--
Uniform Golf Shirt / Personal Name Tag	14	14
Upgrading Recognition	10	16
Greeting Cards	21	27
Athletics Canada Service Pins	--	Reactivated
Service Recognition (Official's Newsletter)	13	15

Information on the Officials Recognition Program can be found in Appendix V.

Retention Plans for Next Year (2018)

The Committee will continue its work at building strong bonds and a sense of community for officials (at all levels and regions).

Some directions that will help us to retain officials in coming years:

- Continue the retention activities offered in 2017.
- Encourage Clubs to strengthen recognition programs for their own member officials (community recognition events, Club official awards etc.).
- Debrief (interview) officials retiring or leaving the sport.

Support Services for Officials

Support Services Plans for 2017

Strategies for Support Services to Officials in the BC Athletics Strategic Plan (2017-2020) were:

- Increase support services available for officiating initiatives.

Our targets for support services in 2017 focused on ensuring officials had the information, tools and financial resources to meet the competition requirements of all regions.

Support Services Results in 2017

We delivered our support services as planned with regular review of the processes to ensure they are efficiently and effectively carried out.

Information—2017

Major information activities in 2017 included our newsletter, website and other publications:

Officials Newsletter

The bulk of our regular communication to officials is carried out through a Newsletter, which is sent out by email to all interested Officials and posted on the website. The Newsletter editor published 15 issues since the last AGM. All new officials who participate in Level 1 workshops are sent an introductory e-mail inviting them to subscribe.

Officials Website

The Officials web page, part of the BC Athletics website, provides access to news as well as practical and technical information. A Committee member reviews and updates content for BCA staff to use in maintaining the website. Contents of the website include the following:

- Schedule of Track and Field (T&F) Meets.
- Information on the Officials Committee and its members.
- Upgrading information and request forms.
- Course calendar listing upcoming workshops and other clinics.
- Links to official's forms (e.g., expense, award).
- An Honours List (past recipients of awards).

Plans to enhance the navigation and organization of the website did not proceed as quickly as envisioned this year. This work is underway and should be completed early next year.

Other Publications

Committee Members are responsible for editing and updating policy and procedure manuals such as the:

- Meet Directors Manual.
- Committee Handbook.
- Ethics booklet.

Equipment—2017

The table below summarizes the major equipment purchases in 2017.

Equipment	Number	Expenditure
Discus Gauges	4	\$700
Count-down Timer Battery	1	\$90
Starter's Handgun—New	1	\$300
Starter's Handgun—Refurbish	1	\$150
Total		\$1,240

Financial—2017

The two main sources of revenue for the Officials Committee are a budget from BC Athletics and donations from clubs and others thanking the officials' community for their assistance. In 2017, BC Athletics provided a budget of \$24,700.00 while donations for this fiscal year as of August 24, 2017 were \$2,130.

Almost mid-way through our fiscal year, expenditures to date (August 24, 2017) total \$11,292.86—leaving \$13,407.14 in our BC Athletics budget account. Our major expenditures are travel to meets and/or for upgrading and mentorship purposes. Other expenditures include training (workshops), recognition items and equipment.

Expenditures are applied to the BC Athletics budget first with overruns applied to the Donation Account on a contingency basis. As expenditures have typically been close to the BC Athletics budget, we have not used the full donation amounts and built up a balance in the Donation Account. The Committee is developing a four

year plan to draw down the Donation Account while maintaining its contingency role and fulfilling the intent of the account—to thank officials for their volunteering.

Expenditures against the BC Athletics Budget—April 1, 2017 to March 31, 2018(as of August 24, 2017)

Details on expenditures against the BC Athletics budget can be found in the following table. Timing delays in recording expenditures impacts the reconciliation of the equipment expense line items with the discussion above under equipment purchased in 2017.

		Budgeted	Expended	Remaining
61115	Officials Committee Meetings	2,000.00	11.14	1,988.86
63055	Rule Books	1,000.00	0	1,000.00
64085	Official Cert.-Level 1-5	3,000.00	2,644.28	355.72
64100	Competition Expense & Mentoring	13,000.00	8,245.10	4,754.90
64105	Officials-Seminars/Exchanges	700.00	0	700.00
64120	Officials Course Cond Training	1,000.00	0	1,000.00
64125	Road /XC Training Courses	0	0	0
66225	Officiating Equip-T&F	1,500.00	183.52	1,316.48
66235	Officiating Equip-Off Track	500.00	0	500.00
69702	Officials-Recognition	2,000.00	208.82	1,791.18
	Total Expenses	24,700.00	11,292.86	13,407.14
	Transferred from donations		0	

Donations

The current balance in our Donation Account is \$24,552.97. Donations received in 2017 (as of August 24, 2017) are \$2,130 and include the following:

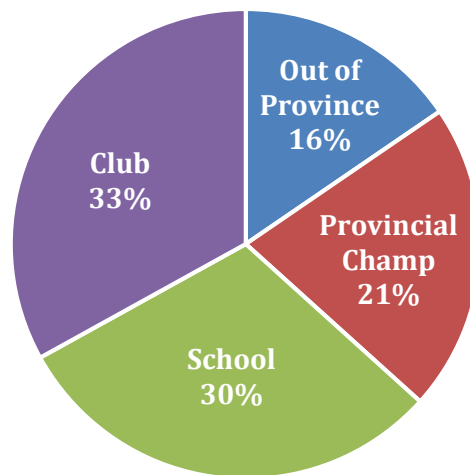
Donor	Amount	Notes
VOC	\$200	
QE High School	\$500	Confirm donor / club
SFTC	\$180	
Langley Mustangs	\$750	
Bill Koch	\$500	
Total	\$2,130	

Analysis of Travel Expenditures

The chart below summarizes the expenditures for officials travelling to each of the meet (competition) types. The distribution of expenditures is consistent with the volume of meets—with school and club meets incurring the largest total expenditures followed by provincial championships and out-of-province meets (upgrading).

These expenditures are based on expense claims by officials and do not reflect the actual, total expenditures. For example, several clubs, and the BC High School Track and Field Championships, pay some travel and accommodation expenditures for officials themselves. In addition, a significant but un-tracked number of officials do not submit expense claims for reimbursement—treating their expenses as a donation to officiating. This also contributes to the under-reporting of the full cost of travel expenditures by officials.

Travel Expenditures by Meet Type--2017



Support Services Plans for Next Year (2018)

Major support service activities envisioned for 2018 include the following:

- **Communication**--encourage Committee members and “officials in the field” to contribute technical and social items to the Newsletter to build up the content. Refresh the Officials Web Page, providing better navigation and easier content management. Maintain publications used by the Official’s Committee and/or officials.

- **Equipment**—continue the tracking, replacement and upgrading of equipment purchased by the Officials Committee.
- **Finance**—plan the use of, and draw down, the Donations Account which could include special projects, training programs, recognition and retention activities (e.g., travel) and equipment for officials.

Appendix I—Workshop Activity in 2017

Appendix I—Workshop Activity in 2017

Level 1 and Level 2 Workshops				
Date	Level	Location	Clinician	# Participants
Regions 1-2				
March 9	2	Kamloops	Greg Nicol	6
March 13	1	Vernon	Greg Nicol	17
April 23	2	Kelowna	Greg Nicol	4
June 30	1	Kelowna	Greg Nicol	4
Regions 3-4-5				
March 31	1	UBC	John Cull, Carol Cull	8
April 10	1	N. Vancouver	Bill Koch, John Cull	20
April 18	1	Vancouver	Sue Kydd, John/Carol Cull	19
June 8	1	Abbotsford	John Cull, Carol Cull	7
June 25	2	Burnaby	John Cull, Carol Cull	8
June 27	1	Surrey	John Cull, Carol Cull	23
Region 6				
April 28	1	Parksville	Vince Sequeira	10
May 26	1	Nanaimo	Aileen Lingwood, Ina Wallace	2
Regions 7-8				
No workshops planned or conducted.				

National and Other Specialized Clinics in 2017

Date	Workshop	Location	Clinician	# Participants
April 22	Race Walk Clinic	Parksville	Connie Halbert	6
June 1	National Mentors Clinic	Langley	Peter Fejfar	17
June 2	Officiating Para-athletes on the Track	Langley	Iain Fisher	10

Appendix II—Officials Upgraded in 2017

Appendix II—Officials Upgraded in 2017

Level 1

Official	Date of Upgrade	Region
Cayla Smith	June	3-4-5
Kathryn Van Ryswyk	June	3-4-5
Dona Lawson	June	3-4-5
Doug Grimes	June	3-4-5
Cristi Lundman	June	6
Hedley Larsen	July	1-2
Gage Stoll	July	1-2
Karen Truesdale	July	1-2
Mark Loland	July	1-2
Ivy Dobson	July	3-4-5

Level 2

Official	Date of Upgrade	Region
Mark Higgins	April	1-2
Karen Hatch	April	1-2
Steve Welch	April	1-2
Jackie Fierbach	April	1-2
Holly Borden	April	1-2
Patti Swoboda	April	1-2
Miriam Dziadyk	May	1-2
Cathy Carr	June	3-4-5
Nancy Champagne	June	3-4-5
Heather Weibe	July	1-2
Dave McDonald	July	3-4-5
Pat Gedak	July	1-2
Grant Spelsberg	July	1-2
Stephen Haughton	July	1-2

Appendix II—Officials Upgraded in 2017

Level 3

Official	Discipline	Date of Upgrade	Region
Bill Koch	Starter's Assistant	June	3-4-5
Carol Parsakish	Race Walk	June	3-4-5
Judy Needman	Umpire	June	3-4-5
Yogi Ashta	Horizontal Jumps	June	3-4-5
Greg Nicol	Vertical Jumps	June	1-2
Chris Eliopoulos	Horizontal Jumps	July	3-4-5
Marilyn Benz	Throws	July	1-2
Anthony Thomson	Starter's Assistant	July	6
Eric Frederiksen	Throws	September	6

Level 4

Official	Discipline	Date of Upgrade	Region
Sue DeShiffart	Umpire	March (back dated to Nov, 2015)	6
Rick Rathy	Starter	April	6
Crystal Bowman	Horizontal Jumps	October	1-2
Wayne Elke	Field Referee Throws	September 2017 (pending)	1-2

Level 5

Official	Discipline	Upgrade date	Region
Bob Cowden	Field Referee Jumps	April	1-2
Sandra Dever	Horizontal Jumps	October	1-2

National

Official	Discipline	Upgrade date	Region
John Cull	Jury of Appeal National	September 2017 (pending)	3-4-5

Appendix III—Upgrading Activity by Region in 2017

Appendix III—Upgrading Activity by Region in 2017

Level	Plan	Actual
Regions 1-2		
Level 1	3	4
Level 2	3	11
Level 3	1	2
Level 4	1	2
Level 5	1	2
Regions 3-4-5		
Level 1	4	5
Level 2	8	3
Level 3	2	5
Level 4	3	0
Level 5	1	0
National	0	1
Region 6		
Level 1	3	1
Level 2	3	0
Level 3	1	2
Level 4	1	2
Level 5	0	0
Regions 7-8		
No upgrading activity in 2017		
Total All Regions		
Total	35	40

Appendix IV—Meet Participation by Region in 2017

Appendix IV—Meet Participation by Region in 2017

T&F Meet	Number	Participation (Person-days)
Regions 1-2		
National	0	0
Prov. Championship	0	0
Club	10	402
School	13	192
Regional Total	23	594
Regions 3-4-5		
National	11	402
Prov. Championship	5	150
Club	31	505
School	8	99
Regional Total	55	1,156
Region 6		
National	0	0
Prov. Championship	0	0
Club	7	198
School	22	165
Regional Total	29	363
Regions 7-8		
No meets in 2017		
Total All Regions		
TOTAL	107	2,113

Appendix V—Officials Recognition Program

Appendix V—Officials Recognition Program

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

- **Annual Awards**—nominations for BC Athletics and Athletics Canada awards for officials.
- **Annual Meeting**—an opportunity each year to thank our volunteers and recognize their contribution to the growth of Athletics in the Province.
- **Annual recognition item**—a gift (e.g., clothing, bag, umbrella) provided as a thank you to all active officials who are Level 2 and above and who volunteered for at least 15 credits of effort in the current year.
- **IAAF Rule Book**—provided free for all active Level 2+ member officials. All active Referees are also offered copies of the **IAAF Referee Manual**.
- **Uniform golf shirt**—provided free for member officials on upgrading to Level 2.
- **Personal name tag** for member officials on upgrading to Level 2. Officials at Level 1 are provided a name badge that they complete themselves.
- **Upgrading recognition**—a gift card for those upgrading to Level 3, 4 or 5—recognizing the effort and commitment to expanding their officiating skills.
- **Greeting cards**—the Committee maintains strong social bonds with member officials around the Province by sending congratulation, sympathy and condolence cards to support our officials and maintain a sense of community.
- **Athletics Canada service pins**—provided to officials who have reached five years of service as an active official and at five year increments after that.
- **Service Recognition (Official's Newsletter)**—recognizing officials in every issue of the Officials Newsletter for their participation in the previous meets, and for other achievements.

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