

2012 was a busy year for BCA administration and planning, with five items of particular note:

- Garrett Collier became a permanent employee this spring and has been doing an excellent job as the Technical Manager for Track and Field.
- Staff salaries were reviewed in 2011, and adjustments were made in 2012 that continue to improve the competitiveness of BCA salaries. With regard to succession planning, BCA can now feel confident in its ability to attract suitable candidates.
- The organization's *Constitution and Bylaws* and *Operating Policies, Procedures, Rules and Regulations* were revised in April. The online documents are now current up to and including the December 2011 Annual General Meeting.
- The total number of individual BCA members was at an all-time high in 2012, as were club memberships. We now have over 5,000 individual members (5098 in 2012) and 75 BCA clubs.
- Members responded enthusiastically to the call for participation in strategic planning. The Planning Committee thanks the many members who agreed to be interviewed early in the summer, as well as the 24 members who participated in the strategic planning weekend retreat in August.

A draft Strategic Plan covering the three-year period from 2013-2016 will be presented at the December 2012 AGM. The proposed Strategic Plan aligns with Athletics Canada objectives, while still reflecting BCA-specific concerns. The Board believes the draft 2013-2016 plan is a bold but achievable vision, one that will lead BC Athletics to a dynamic future.

Unfortunately, the BCA Board continues to meet without the services of a secretary. Duly recorded minutes are critical to a well-run and accountable organization. I have therefore recommended that we hire the services of a minute-taker, a suggestion that will be acted on in the new year, should a suitable volunteer not be found by the first Board meeting in 2013.

In closing, I would like to extend thanks on behalf of the Board and membership to our dedicated and outstanding staff: Brian, Sam, Ron, Maurice, Taunya and Garrett . Without this strong team, BC Athletics would be vaulting without a pole.

Respectfully submitted by
Pam Medland
October 30, 2012