



BC Athletics Board of Directors Meeting – November 19, 2022
Christine Sinclair Community Centre, City of Burnaby Administration Office Boardroom
Minutes

Attending in person: Darren Willis, Chair; Marcus Wong, Vice Chair; Brian McC Calder, President/CEO; Newton Hoang, Director Marketing & Communications; Garrett Collier, Director Programs & Technical Development; Cristi Lundman, Director Zone 6; Sam Collier, Manager Registration and Membership Services; Sabrina Nettey, Introductory Programs Coordinator; Megann VanderVliet, Track & Field Program Manager

Attending by video conference: Ota Hally, Director Finance (left the meeting at 12:00pm); Greg White, Past Chair; Jasmine Gill, Director Zones 3, 4 & 5

Regrets: Jordan Myers, Director Events & Promotions; Rebecca Dutchak, Athlete Director; Clif Cunningham, Technical Manager Road and Cross Country Running; Richard Lee, Coach, BC Endurance Project; Jennifer Brown, Coaching Education Coordinator

1. **Call to Order** – The meeting was called to order at 10:06am.
2. **Land Acknowledgement** – We would like to respectfully acknowledge that the land on which we gather is in traditional unceded Coast Salish territory of the Tsleil-Waututh, Kwikwetlem, Musqueam and Kwantlen Nations.
3. **Introductions** – Introductions were made.
4. **Additions to the agenda** – Human Resources Committee salary grid review process added under Administration & Planning.
5. **Adoption of the agenda – Motion to approve the meeting agenda as presented and amended – M. Wong/G. Collier – Passed.**
6. **Approval of the Board of Directors Meeting Minutes**
 - a. August 3, 2022 – Board of Directors Meeting Minutes – Circulated.
 - i. **Motion to approve the the Board of Directors Minutes of August 3, 2022 as presented – O. Hally/M. Wong – Passed.**
7. **Receipt of the Committees, AGM meeting minutes of:**
 - a. Officials Committee Meeting Minutes of:
 - i. September 21, 2022
 - ii. October 23, 2022

- b. Masters Committee Meeting Minutes of:
 - i. September 7, 2022
 - ii. November 7, 2022
- c. Junior Development Committee Meeting Minutes of:
 - i. October 18, 2022
 - ii. November 15, 2022
- d. 2022 BC Athletics AGM Minutes of:
 - i. August 20, 2022

8. Business arising from the minutes

- a. 2022 AGM – Business/Actions arising
 - i. New BC Athletics Championships – BC Relay Championships – Date to be determined though two proposals received, one for the end of April and one for the July long weekend. Currently with Megann and the Track & Field Committee. Call for applications December 1, 2022 with the Committee to meet December 3, 2022.
 - ii. Vacant Direction Positions
 - 1. Zones 1 & 2
 - 2. Zones 3, 4 & 5 (one of two positions) – Jasmine noted she is approaching a few people but if anyone knows of anyone, please feel free to mention the vacancy.
 - 3. Zones 7 & 8
 - 4. Athlete Directors (2) – In progress

9. Correspondence:

- a. See Gaming Grant Announcement under Finance

10. Reports:

New Report Presentation: Directors and Staff Program Reports are listed for information and updates unless necessary for:

- *Major/New Initiatives/Achievements*
- *Proposed By-law, Rules, Policy, Procedure changes*
- *Human Resources Update*
- *Financial Report*
- *Strategic Plan update/reporting*

- a. Chair of the Board of Directors – Darren Willis
 - i. Items of Note

- 1. Big items to tackle this year including the change of leadership at the top of the organization (see under New Business). Chair acknowledged the time and great work Brian has put into the organization and sport. Chair also acknowledged Greg who was Chair for 12 years and on the Board for a total of 16 years. In new role as Chair, trying to get up to speed and seeing the number of different areas outside of the Board meetings, his own club and meets. Impressive and has great respect for all the work these gentlemen have done over the years. Greg acknowledged Darren, who came into the position quickly and appreciated him doing so.
- 2. First item of business, as Chair, was a disciplinary panel. Realized there may be areas of policy and how they're structured that the Board and Staff might want to revisit, maybe be able to reduce steps to save time and stress. Will bring forward for discussion at a future Board meeting.

Greg agreed and noted that disciplinary panels are very time consuming and not easy to deal with. Not an easy role but an important one to the organization.

- b. Vice Chair of the Board of Directors – Marcus Wong
 - i. Represented the Chair at the Cross Country Provincials. Was a successful and fun event. Oceans did a great job.
- c. Directors Reports:
 - i. Zone Directors
 - 1. Zones 1 & 2 – Vacant
 - 2. Zones 3, 4 & 5 – Jasmine Gill
 - a. Items of Note
 - i. Held Calendar Congress with Megann. Tried to ensure more efficiency and great competition. Went well. Next meeting will be in the new year.
 - ii. Recruitment working group with the Officials. Looking at getting more into the Level 1 and 2 stream. Planning meeting this coming Sunday to discuss the next steps for the next season. More detailed report will be coming to the Board after that.
 - iii. Calendar Congress completed for Zone 3, 4, and 5 as most congestion and conflicts in this zone. Meghan sent a survey to all the clubs. Some meets are not happening due to resurfacing and others have been moved to other locations.
 - 3. Zone 6 – Cristi Lundman
 - a. Items of Note
 - i. Vancouver Island Athletics Association meeting. Had a restart of the Island Series meets and well attended. Dates set for island series 2023.
 - ii. Tom Dingle’s passing has had an effect. Discussion around renaming the island awards after him.
 - iii. Discussion about running a Cross Country series on the island in the fall as there is a lot of interest in one.
 - b. Question – With initiatives growing, as an organization, what kind of supports can we provide? Does BC Athletics offer support?
 - i. Brian advised BC Athletics provides a hosting grant. Has been put into the budget for Cross Country but for more than 10 years it hasn’t happened. With an interest to rekindle, will provide financial support and will get promoted through the website. It was asked if the Clubs are aware of that level of support and Brian noted they

are likely not although there has been communication with the Executive of the Vancouver Island Athletics Association. Noted that Officials also get travel compensation as well.

4. Zones 7 & 8 – Vacant
- ii. Athlete Directors
 1. Rebecca Dutchak
- iii. Directors – Programs & Services – see below for portfolios
- d. Finance – Ota Hally & Staff
 - i. Budget/Financial Statement Summary – Sept 30, 2022 – Circulated
 - ii. Balance Sheet – Sept 30, 2022 – Circulated
 1. Cash position close to half million, fluctuates. Grant received. Lots of liquidity. Minimal liabilities.
 2. Income statement – prorated budget. Through to end of September, revenue good, includes gaming grant. Expenses 10% under, but a lot to do with timing. Tracking very well.
 - iii. Appointment of Auditors for year end March 31, 2023
 1. Notification from BDO of fee increase for Audit 2022-23
 - a. 2021 – 2022 cost: \$24,000.00
 - b. Projected cost of 24,000 to be 27,0000 (15% increase). Can try to get a lower cost, go to a model with a RFO or continue with BDO. Recommend staying with BDO as hard to get an audit for less than that and BDO does a good job.
 - c. Finance Committee to meet as soon as possible for review and to provide a recommendation to the Board.
 2. Finance Committee needs to recommend to Board – RFP or continue with BDO
 - iv. Gaming Grant 2022 Notification – \$181,000
 1. Increase from the previous 10 years of \$160,000 unless Canadian Games Ceremonial Uniforms grant added.
 2. \$21,000 more than have been getting over the 10 years. Applied for the max of \$250,000. Question of risk but noted that always keeping an eye on grant and membership and sponsorship revenue. New premier, maybe a new philosophy. Hopefully sees sport as proactive healthcare, not reactive. Will trickle out to the sport sector in February/March timeframe as to what the reference level projections may be. Will link back to the evaluation process going through right now.
 3. Question was asked, if a change in government level, would the association see a reflection in the gaming grants? It was noted that it was unknown. Changes in staff frequently within the gaming branch. Knowledge of the sport sector doesn't always continue from person to person and year over year. Some funds awarded this year, will keep an eye on as to the interpretations.
 4. Marcus noted Squamish was looking to get a grant and recommended looking at an indigenous strategy for partnership.

5. Applied for Rally Together Grant. Also applied for emerging from COVID grant, which has two parts: Participation and Volunteer recruitment, and Re-engagement, both \$35,000. Waiting on outcome.
 6. Question was asked about any risks seen in terms of finances or areas to keep an eye on? Ota noted there's nothing jumps out in particular. Nothing new. Revenue in grants, nature of grants, could one day be surprised with a decreased amount. Other than that, no, not so much.
 7. Question was also asked about, depending on timing of hiring for the CEO position, is the overlap for two people in the position for a month or two, present any complications? Ota said no, that cash is strong and an overlap would not be a large bump on the expense items.
- e. Administration & Planning – Marcus Wong
- i. Strategic Plan update – Marcus Wong/ Brian McC Calder
 1. Strategic Plan from AGM Posted on Dropbox. If proceeding with a periodic review, throughout the year, will need a separate meeting versus being part of the Board meeting. Example area to review: PSO Sport Evaluation Phase 1 with viaSport – a score of 3 out of 4 on one area due to not tracking discussion on conflict of interest at the Bd of Directors.
 2. Separate meeting needed to review where the association is, need to adjust metrics, etc. Recommend including a day when discussing the dates for next Board of Directors meetings. Could be done virtually too.
 - ii. Human Resources – Brian McC Calder
 1. Program Assistant – Official & Coach Development
 - a. Interviews Monday and Wednesday next week
 2. Non-Stadia Program Manager – Road, Cross Country, Mountain, Ultra, Trail Running (formerly – Technical Manager Road/Cross Country)
 - a. Put out advertisement and rationale for name change circulated.
 - b. Dec 2nd with a targeted start date January 3.
 - c. Strategic Plan – Continue hiring summer students – Recommending to the HR Committee a position for Marketing & Communications person. Good discussion with Marcus on how it can be done remotely. Urgent need for Human Resources Committee to look at. Would take a lot of time off the Staff. Preference for no longer summer support but rather annual.
 3. Committee
 - a. Salary grid review process – Human Resources Committee (Darren, Marcus, Greg and Ota) to set some dates to review staff salary and benefits for next year.
 - iii. Annual BC Athletics Awards – Sam Collier
 1. Annual Awards – Call for Nominations on the website
 2. Awards Banquet – Decision for in-person
 - a. Question was asked if there was a minimum amount needed and if there was a cancellation cost? Sam noted she would ask but advised a one month notice cancellation notice was required.

3. Date – Provisional date – Saturday, February 4, 2022 – Noted it dovetailed with the Harry Jerome Indoor. Kamloops also hosting Gary Reed invitational that same weekend.
 4. Location – Executive Inn, Richmond. Would be the same dinner style as previous years. Have been advised of price increase but waiting on details.
 5. Organizing committee – Sam & Sabrina with the power to appoint others as needed.
 6. Sabrina posted on the website and social media. Membership is aware of date. Nomination deadline is on the 30th.
 7. **Motion to approve February 4th, 2023 as the date for the BC Athletics Awards Banquet – M. Wong/N. Hoang – Passed**
- f. Membership Report – Sam Collier
- i. Report
 1. Items of Note
 - a. Numbers are way up. Never had such a jump. Trackie does not give data for non-stadia versus other.
 - ii. Approval of Individual Memberships – Circulated
 1. **Motion to approve the list of individual memberships received from July 28, 2022 to November 7, 2022 as provided. – M. Wong/C. Lundman – Passed**
 - iii. Approval of Club Memberships – Circulated
 1. **Motion to approve the list of 2023 club memberships, as of November 8, 2022, including those which are complete (meeting all requirements) and those pending completion of all requirements – M. Wong/C. Lundman – Passed.**
 - iv. Approval of School Club/School District Memberships – Circulated
 1. **Motion to approve the list of 2023 school club/school district memberships, as of November 8, 2022, including those which are complete (meeting all requirements) and those pending completion of all requirements – M. Wong/C. Lundman – Passed.**
 2. It was noted that the school memberships were surprising given the change in governance at BC High School sports.
 - v. CRC – For those that require the CRC, the membership look up will provide that information as well. Officials, coaches, post-secondary athletes, and schools, will now only show people on the list with their CRC.
 - vi. New Membership Database – Interpodia – implementation date January 2024
 1. Demos – Nov 22, 2022
 2. Cost increase over Trackie – estimate per 1000 transactions is \$600.00
 3. Soft launch planned for August 2023 for AC Branches who begin membership for the next year on September 1st.
 4. Meeting with Athletics Canada on Tuesday. Costs are going to go up if going with the recommended fee structure. \$4,000 more a year for BC Athletics which comes with a lot more support. More bells and whistles, more ways to do things, ways for Clubs can get online. If Clubs set up online, they can set up their membership. System will separate amounts

so clubs pay a separate fee and then BC Athletics will get a separate fee. Clubs are finding the current Trackie charges are expensive so will have to see how it goes and if they switch over.

5. TrackieMe will be gone but Trackie Registration will stay. Trackie Membership will also be gone. So, Clubs can still use Trackie Reg and will hopefully connect with Interpodia.
 6. Interpodia will be providing training which Sam will also have access to. Will take a number of months to switch over and anticipate a full membership year to get accustomed to.
- g. Marketing & Communications – Newton Hoang
 - i. Excited Human Resources Committee will take on position. Can liaise with.
 - h. Events & Promotions – Jordan Myers
 - i. Programs & Technical Development – Garrett Collier
 - i. Looking forward to. Will be sitting in at next Track & Field Committee meeting.
 - j. Staff Reports
 - i. Introductory Programs – Sabrina Nettey
 1. Run Jump Throw Wheel
 2. Junior Development
 - a. Committee Update – Darren Willis
 - i. Last meeting, voted to approve Universal Athletics for hosting the JD championships this year, July 15th & 16th.
 - ii. Voted to approve NorWesters to host the JD Pentathlon Championships. Burnaby Central tentatively being booked for June 17th. Once it's confirmed the facility is available, will confirm the date.
 - iii. Megann noted – Work in progress this year but encouraging and helpful with the June 17th weekend. Helps with officials for capacity for the meets.
 - iv. New Vice Chair with Lee Hunter as Cristi is now a Director with the BC Athletics Board of Directors.
 - ii. Track & Field – U16 to Masters
 1. Track & Field – Megann VanderVliet
 - a. Awards – U16 awards – Process needs to change a little bit as Tom Dingle not tabulating standards for U16 and below and Megann is not a statistician. Need to reformulate how the award winners are captured. Agreement for U16, to be lumped in to JD to capture more and recognize more of their contributions. Working on that now and what they think will work. 14 year olds have one standard and 15 year olds have another, so working on having just one standard. Would be looking at recognizing 20-30 athletes that achieve that standard. Would need to be approved by the Board so will be bringing forward to the Board for review, consideration and voting. Timeline is to

ideally be decided by early December the mid Christmas timeframe to contact the award winners. Likely to be a virtual meeting to respond to the proposal or an email vote of the Board. Looking at another way to identify, that simplifies it and would be easy for anyone to carry forward. If it needs to be kept separate, BC Athletics would need to hire a statistics person as there is no current capability or capacity with staff.

- i. It was noted, would like to look at categories, some that have been disseminated from Athletics Canada, to be clear about delineation for staff as an operational policy or practise, compared to what needs to be voted on at a board level. For example, this piece about award categories is an opportunity to revisit and maybe have staff guided by policies. Could fit under operating policy. Would rather not tie up operational matters at a board level when more autonomy could be given to staff.
- b. New World Athletics Sanctioning Process as of January 2023
 - i. Current events apply to BC Athletics and BC Athletics sanctions. All performances that used to qualify, will need to be done at a world athletics sanctioned event.
 - ii. The results of any competition (from BC or even Athletics Canada), even if conducted in compliance with World Athletics Competition and Technical Rules, for which an application has not been submitted, will not be recognized by World Athletics.
 - iii. Sanctioning application to BC Athletics will need to note needing World Athletics sanctioning and provide a \$100 US fee to World Athletics. Megann will then login to the World Athletics portal, submit the event, and then sent off to World Athletics. Will also be able to pay in the World Athletics portal.
 - iv. Significant change for U18 and up. Small amount of information received at this time but more will be provided as it is received.
- c. Greg noted his appreciation of Megann picking up the extra work, with the BC Cross Country Team, team selection and travel arrangements, given the staff vacancy.

Recess – Meeting was recessed at 11:30am for a 15-minute lunch break. Meeting was reconvened at 11:50am.

- iii. Road and Cross Country – Jordan Myers
 1. Position is out there. Non stadia. Met the other day but haven't heard if anything has arose. Working on BC Super Series and awarding

championships. Continue with awarding for the next year. Waiting on the 5K for BC.

iv. Coaching – Jennifer Brown

1. Report

a. Items of Note

- i. Satisfied with the performance coach course. Good to get moving through. Schedule for courses next year looks solid. Jen will be remote again this year, as she was last year. Equally good number of courses last year too.

v. Officials – Jasmine Gill, Director Liaison

1. Committee Planning Meeting – November 20th, 2022 – Will have more information after that.
2. Discussed, though not implemented, would like each club to have an officials representative. It would then be the responsibility of the representative to further the officials as part of the club. Will be discussing more tomorrow.
3. Request in the club membership application for the Officials Coordinator. Ask came from the Officials Committee to be a club member. In place but need to amplify. Recommend a good reminder the club renewal time and in the and in eNewsletter.
4. It was noted that there has not been much turnover in the Committee and was asked if the Committee was looking for new people. Jasmine commented that one person did step down but another stepped up. No pressure to seeing others step up and there is no other interest at this time. Pretty stable committee, with great structure and it works well. Feels the committee is doing a good job.
 - a. Megann noted that no one on the Track & Field Committee knows how long they've been a part of the committee, asked whose role it was to manage and how long each term is. It was noted that it's a 2 year term and the even group re-elects the committee member or puts forward another person. Megann noted that process is not happening with Track and Field. Sam suggested starting with the members last year and moving forward and it would be Megann's role to manage. Would link back through Garrett to the Board.
 - b. Question was asked about how it works with voting. All the event groups of interested coaches of the association, for example Endurance coach, when the term comes up would engage with the event group and reappoint or nominate others to be a part of the Committee.

- c. Darren recommended clarifying and providing support to the committee for how they operate the committee, where to get initiatives from, how to bring back forward. Suggested possibly something similar to what is being done with the Board orientation. Need to revisit the Terms of Reference and their enforcement, maybe to further define the Board's role, Staff's role, Committee's role, etc.
 - 5. Brian noted, regarding the initiative with the Officials, Quebec Federation is on a system to track certification and training. Fee contribution to pay to Quebec. No impact on membership database, just track and assign officials.
- vi. Performance Programs – Brian McCaldar
- 1. BC Endurance Project – Richard Lee
 - a. Report circulated. Good fall results. Going forward with new World Athletics labeling program for road events. Will have to be strategic about events athletes go to, for ranking points, to be eligible for World Athletics. Will be more selective of competitions.
 - 2. BC Throws Project – Megann VanderVliet
 - a. Areas for more efficiency/result feedback for performance projects.
 - b. Throws initiatives are going great. The Throws Summit was last weekend in Richmond, paired with Athletics Ontario which was hosted virtually, while BC Athletics hosted in person with over 60 people attending. Big spend but good return on investment with great content recorded. Possible residual income from making content available, just working through the logistics.
 - c. Future plans – New initiative for the spring with a JD Throws Camp opportunity. Mainland, island and possibly interior. Would capture the 11-13 year olds and their coaches. Will try to bring more to the Development Coach level.
 - 3. BC Sprints/Hurdles, Jumps Project – see Track & Field Report – Megann VanderVliet
 - a. Still a tough group to engage. Conversations about a spring camp. Not as well built out as the throws project due to capacity issue and not enough time and support from coaches. Collaboration (sprints, hurdles, jumps) is not as natural. Pole vault already do a lot together so maybe need to leverage relationships. Track & Field Committee meets in two weeks with a full day in person so hoping to chat about how to develop project.

- b. It was noted that the Springs/Hurdles, Jumps project doesn't have to be the same approach as the Throws Project and could be more innovative in how to support.
- k. Athletics Canada Update – Darren Willis & Staff
 - i. 2022 AC SAGM – December 9, 10, 11
 - 1. Meeting Focus:
 - a. AC Draft Policy on Transgender, Gender Diversity and Inclusion
 - i. Being voted on at the Semi-Annual General Meeting.
 - ii. Intertwined with World Athletics sanctioning – if the Track & Field competition is World Athletics sanctioned, must comply with World Athletics on transgender and gender identification. If an athlete has transitioned from male to female, has to comply with the rules on testosterone levels and monitoring. If you are Caster Semenya, you have to comply with testosterone levels you are born with. Provided there is World Athletics sanctioning, then don't have to contend with people being transgendered and different from the sex assigned at birth. Can create open categories which provides opportunities for people to compete and be a part of the association, club or independent, but performances would not be included under World Athletics sanctioning. Would not get ranked in the World Athletics ranking system. Not sure if Athletics Canada would continue to rank them and put them into the Athletics Canada ranking system.
 - iii. Defined grassroots versus World Athletics – No World Athletics sanctioning for Junior Development and provincial branch has no requirement to adhere to World Athletics rules on transgender or gender identity. Therefore, age 9-13 who identify as a gender different from the sex they were born with would be allowed to compete in that event, in that gender class. May create some issues for some people to accept. Obviously implications to awards for that age group. As an association, would need to work through that and see how best BC Athletics could manage that grassroots program level.
 - iv. The big question for the organization to consider, is how to implement.

v. Questions

1. Is there a policy on allowing it at that level, having that choice and if there was a policy BC Athletics has to adhere to? Any feedback from Rebecca and getting much to provide to Athletics Canada? No, not really.
2. Would it make sense for, at the Junior Development level, to adopt the same rules? Is there a risk if someone complains or appeals? If Athletics Canada advises it applies to all age groups although human rights clause would be an issue to push to the 9-year-old level.
3. Could there be a change at one point from one set of rules to another? U18 is World Athletics. The association can create an open category for competition.
4. Need for mechanism for appeals and complaints? Metric of testing? Yes, will need to look at.
5. In policy, switching competitive category, doesn't clarify what happens for year over year. Language with parameters? Brian noted, needs to comply with World Athletics rules. At Junior Development level, can possibly change categories. Might be a possible implication to records.
 - a. It was noted that they define grassroots as anything not World Athletics sanctioned. BC Athletics defines Junior Development as grassroots.

vi. Recommendations

1. Need to be clear on educating the membership around the rules and issues. Junior Development meets on the island, which are an opportunity for high school and older athletes, and sanctioned, will be an issue.
2. Be pre-emptive, start crafting anything resembling a policy or guidelines or having discussions. Need a person of the community at the table for their perspective. If anyone knows of any athletes, transgendered or identify different from the sex they were born,

recommend to engage and bring them in to participate. It was noted Rebecca was looking to engage some athletes.

- a. Brian noted they were already 90% of the way down the path. Athletics Canada will be bringing it down to the PSOs and BC Athletics will need to adopt.
 - b. Agree having someone checking the language on any communications put forward to the membership.
 - vii. Voting at the SAGM to put the policy in place, with the caveat that any policy is susceptible to adjustment over time. At last year's AGM, consensus by the membership that a policy needs to be put in place. If it gets challenged then will have some direction and can amend as needed. Significant improvement from the previous iteration. Some wordsmithing still to be done.
 - viii. Suggested having possible staff and board development by bringing in someone of the community to educate and help the board and staff understand better. Also provide direction and recommendations on engagement, with an appropriate approach. Newton noted he has some names that he can provide the staff for consideration.
- b. AC Strategic Plan – Progress, plans, adjustments, branch alignment
 - i. Provided the 2022-2023 Athletics Canada Operational Plan, noting the objectives and timelines. Pre Semi-Annual General Meeting (SAGM) survey, which Brian responded to, and then reviewed at the SAGM. Association philosophy over time is a shared responsibility, with the Branches and Athletics Canada, membership or marketing, etc. Sometimes there is responsibility of only at the branch level, for example, Membership, or shared with Athletics Canada or mostly Athletics Canada. Need to work collectively.
 - ii. Brian noted he feels the BC Athletics strategic plan aligns well with the Athletics Canada strategic plan.
- c. Safe Sport – AC Commissioners Office, Federal Government – OSIC (Office of the Sport Integrity Commissioner)
 - i. Athletics Canada has had a independent commissioner's office to address complaints and challenges to carding and selection. Primarily at the national level, unless

there is escalation from the branch to the Athletics Canada Commissioner's Office. With the Hockey Canada and the federal government creating the Office of the Sport Integrity Commissioner, all sport organizations are required to sign on. Will take all matters related to everything but carding and selection, at a national level, to OSIC to be addressed. Athletics Canada will retain the Athletics Canada Independent Commissioner's Office for the purposes of selection and carding issues. Athletics Ontario is working on creating independent commissioner avenue to go to the Athletics Canada Commissioner for complaints within their own provincial jurisdiction. Cost of \$200/hour to go to the Athletics Canada Commissioner.

- ii. BC's process for complaints to go to the Chair of the Board, to Chair the Disciplinary Committee, and would be escalated when it cannot be resolved by the parties. May need to consider a third step to the process. May need to look at taking independently, out of the association, for less of a bias to the complainants. Discussion with viaSport about that and they have looked at the idea of trying to create an independent commissioner's office if the PSOs or regional clubs cannot resolve the issue. However capacity and funding issue. Also could become a financial issue for BC Athletics at some point. Athletics Ontario had a SafeSport surcharge on membership, that they banked to help address issues where they have to pay to resolve issues. Athletics Canada cannot pay the cost for all the branches. Will need to look at whether having a SafeSport surcharge as a rainy day fund to manage complaints that may cost to address. Will look at need to have an independent commissioner in place to remove from Staff and the Board.
- iii. At this point only Athletics Canada to buy into to OSIC (code of conduct at the national level, not at the branch level). Will need to decide if BC Athletics wants to buy into as well or want to address independently. If so, then will BC Athletics want to set up a fund?
- iv. One director noted they were in favor of an Independent arrangement but asked how much would the surcharge be. Charge would be per person, per membership but an actual number was not known. Would inquire.
- v. It was asked if there was a sense of how many are complaining and if the same people are doing so. Brian noted BC Athletics has only had about 7-8 complaints

over the year's Brian's been with the association and it has not been the same people.

- vi. It was also asked if SafeSport training should be required for all coaches, staff, volunteers and even at club level? It was noted that it was only require for board and staff and not a requirement for membership.
 - 1. Megann noted the Track & Field Team Coaches implemented SafeSport as they feel all coaches should take it. Would just be a matter of implementing. One Director noted support of the Clubs doing SafeSport and that it should be a membership requirement of any leadership position within a club. Recommending noting as an agenda item for an upcoming meeting to discuss further.
 - 2. It was recommended that the association get clubs to buy in, instead of staying as law. Could have a vote at the AGM and maybe look at a board resolution for the 2023 AGM.
- d. Membership Database – See Membership Report
- e. Rule change proposal(s) – Circulated for teams and individual championships.

I. Sport BC – Darren Willis & Staff

i. Annual Athlete of the Year

- 1. Nominations by November 30, 2022 – An extension of two weeks to December 16th has been provided to BC Athletics because the BC Athletics deadline for nominations is November 30th.
- 2. Awards Banquet – Thursday, March 9, 2022

11. New Business

- a. Board of Directors Orientation – Information and Orientation Manual for the BC Athletics Board of Directors circulated
 - i. Could use more in the information and orientation manual. Some discussion today with ideas on bringing in people to assist, thinking around and about policy, developing writing on policy, mentoring on liaison roles, etc.
 - ii. Darren noted he would like to propose spending a little time educating the board on what policy governance is. Some directors have experience in governance that could hopefully provide models.
 - iii. Darren asked all the board members to read and review the orientation package and to provide their thoughts, questions and ideas on the matter.
- a. Athletics Canada Road Race Labelling – 2023
 - i. Trying to brand and upgrade events to the road race label program, to align with the World Athletics point system, events will need to be World Athletics sanctioned. Comes with extremely high price and the least expensive is the \$100 USD to put on as an Athletics Canada labelled and World Athletics sanctioned road race. Athletes will earn World Ranking point and the higher levels would be looking at prize money to be offered to top athletes being invited, etc.

- ii. However, Clif didn't think any race in BC would buy into those labels. The proposal to the BC Super Series was to pay the regular fee and BC Athletics would pay the \$100 US to get sanctioned/labelled. Will need to discuss with Jordan and the Race Directors to see if that has been accepted as it is coming up quickly.
 - iii. Direct impact on athletes being able to qualify for major international road events, to be on the World Athletics ranking system. Would be eligible for World Athletics Championships, as is one of the qualifying criteria for eligibility to enter your country's entries.
 - iv. Elevated pricing system not only about prestige, etc. but also about higher levels of doping controls. Megann advised, the second to lowest AC level, doping control is at the discretion of Athletics Canada. All others have a minimum number of tests required.
 - v. Race label program information was included in the newsletter that went out this past weekend.
 - vi. Road side – Super Series identified in their race promotion. Other real identifier is the calendar of events. All events are in the calendar, coloured for events that are sanctioned: BC Athletics/Athletics Canada/World Athletics, otherwise they are left blank to show what other events are happening/in competition for the time.
 - vii. Brian will check with Clif on how broadly that's been pushed out.
- b. WA/Athletics Canada Track & Field Sanctioning and Ranking Program – 2023
 - iv. Update provided as part of the Track & Field report
Brian and Megann discussed hosting a virtual townhall. Will look at scheduling soon.
- c. Director Liaison appointments
 - i. Cross Country Committee – Newton Hoang
 - ii. Road Running Committee – Jordan Myers
 - iii. Officials Committee – Jasmine Gill
 - iv. Track & Field Committee – Garrett Collier
 - v. Masters Committee – Cristi Lundman
- d. viaSport PSO Evaluations – used to determine, along with other information, core and enhanced excellence funding for the next 3 fiscal years – 2023/2024, 2024/2025, 2025/2026
 - i. Phase 1 – October 17 – November 5, 2022 – Completed
 - 1. Evaluation every three years, used with other information, to determine the funding of the PSOs and DSOs for the coming three years. Currently going through an evaluation now. Completed Phase 1 and scorecard received. 4 out of 4 across the board except for governance due to tracking of certain aspects. Felt pieces were not picked up from submission so will be going back to viaSport, although expected to stay at 3.
 - ii. Phase 2 – Opens November 21st – Closes December 14th, 2022
 - iii. Phase 3 – Opens January 2 – Closes January 18th, 2023
 - iv. Brian was asked if the evaluation was shared with other Staff and Brian noted he discusses with them and asks for information, but it's mostly on him to

compile and submit. Brian noted he has given the Staff a copy of what was done and the next phases coming up.

- e. Other
 - i. Competitions – Canadian Masters Track & Field Championships – Awarded to Greyhound Masters Track & Field Club. Staff were not aware until read in the minutes of Masters Committee. Hosting championships have a financial implication to BC Athletics as there is a \$5,000 grant to Canadian Championships held in BC.
 - ii. 2023 Canadian Cross Country Championships were to be hosted jointly by Langley Mustangs and Ocean Athletics however they have withdrawn their application to host. Reached out to some others but they too have declined. One more to look to hosting, though it's a challenge in Vancouver. At this point there is no one and Chris Winter gave until the end of November to find an alternative to host. If there is no one to host, BC will give up the Championships which means \$45,000 will be spent to get national Cross Country championship, compared to \$10,000 if held internally.
 - iii. Announced this week, which staff did not know about and there was no consultation with the branch, was Athletics Canada's collaboration with the Association of Canadian Ultramarathoners and the Canadian Mountain Running Association, to host the 2023 and 2024 Canadian Mountain & Trail Running Championship as part of the Squamish 50. Positive that it will be a sanctioned event. May be able to bring it into the fold of sanctioning with BC Athletics as it aligns with the strategic plan for non-stadia events.
 - iv. 2027 Kamloops Indian Band is putting in a bid to host the 2027 North American Indigenous Games (NAIG). BC Athletics wrote letters of support and the hosting announcement will be next Friday.
 - 1. Brian noted there is a \$5,000 spend for all the Canadian championships but not for NAIG. Have not provided any financial support when hosted in BC.
 - 2. It is in the strategic plan to work with other sports, NAIG being one of them, and more outreach in indigenous communities. Will welcome the 2027 games and provide help. Will need technical officials and perhaps some guidance, to some degree. Will work with the Kamloops Track & Field Club.
 - 3. Possible opportunity for learning and development of coaches and officials in indigenous communities.
 - 4. BC Athletics could help with hosting BC initiatives and look at other opportunities to offset hosting costs.
- f. Recognized Members – Greg wished to acknowledge two past long term board members. Tom Dingle, University Club at the University of Victoria, who passed away in August 2022 and Randy Longmuir who recently retired from coaching after more than 40 years.
- g. CEO position
 - i. It was announced that the association has the difficult position of replacing the irreplaceable Brian McC Calder as he has announced his retirement, as of March 31, 2023.
 - ii. Position may require budget adjustments.
 - iii. Will also need to think of a means of recognition and acknowledgement.

- iv. Need to move forward with an advertisement to call for applications.
- v. Discussed in further detail in-camera
 - 1. Several of the Directors and Staff left the meeting and did not participate in the in-camera session, due to their interest in the position.

12. Motion to Adjourn – G. White/N. Hoang – Passed. Meeting was adjourned at 2:05pm.

Director Signature _____

Director Signature _____