



## MINUTES

Meeting called to order at 9:12 am, Mike Allina, Chair.

### Directors Present:

Mike Allina	President
Sean Juteau	Director
Rick Lopez	Director
Mykola Misiak	Director
Brent Sweeney	Treasurer
Rick Thiessen	Director

### BC School Sports Staff and Others Present:

Jordan Abney	Executive Director
Merrilla Thorp	Financial Officer
Shannon Key	Manager of Sport, part of meeting
Karen Hum	Membership Coordinator, part of meeting
Kim Senecal	DACATA Performance Group, Strategic Planning Lead (Agenda Item 5.2 only)

### 1. WELCOME

The President welcomed everyone.

### 2. ADOPTION OF AGENDA

**MOVED/SECONDED AND RESOLVED** that the Agenda be adopted with the following addition:

6.3.2 POLICY INTERPRETATION - Residency Rule vs Sitting Out

### 3. CONSENT AGENDA

#### 3.1. APPROVAL OF MINUTES – October 21, 2017

#### 3.2. PRESIDENT'S REPORT

The President provided a brief verbal report:

- Reminder that the Extraordinary General meeting will be held December 12
- There will be a reception, everyone can come 7 pm
- Continued good progress on communication and transparency

#### 3.3. EXECUTIVE DIRECTOR'S REPORT

The Executive Director's written report was received with the following highlights:

- Financial: fine revenue is down, but Eligibility & Appeals revenue is up
- Commissions: Worked with Rugby, Field Hockey, Girls Volleyball in this period
- Programs:
  - Membership Services
    - STARS issues continue
  - Championships & Zones
    - Fall championships completed and some really great events this year
    - An Aquatics coach revealed he purposely registered athletes incorrectly, upon hearing about this, the school's AD dealt with the matter

- Field Hockey is looking at hosting championships at fields other water based fields
- Preparation for Ultimate is progressing
- Partnerships, Representation & Advocacy
  - Met with BC Dairy
  - Met with Minister of Education, Rob Fleming
  - Attended Sponsorship Collective in Toronto, airfare & event registration sponsored
- Policy & Governance
  - Progress on drafting potential motions for view
  - Researching into other areas requesting membership feedback
  - Ad-Hoc committee Terms of Reference drafted
  - Strategic Plan – first survey has 323 responses

**MOVED/SECONDED AND RESOLVED** that the Minutes of October 21, 2017, the President’s report and the Executive Director’s Report be accepted and approved.

**4. FINANCIAL STATEMENTS & RELATED ITEMS**

**4.1. OPERATING STATEMENTS TO NOVEMBER 30, 2017**

**MOVED/SECONDED AND RESOLVED** that the Operating Statements to November 30<sup>th</sup>, 2017 be received as presented.

**5. BUSINESS ARISING FROM PREVIOUS BOARD MEETING**

**5.1. BCSS ZONE REALIGNMENT – EXTRAORDINARY MEETING/REALIGNMENT COMMITTEE**

Report highlights:

- Extraordinary Meeting package was sent out in accordance with BCSS Bylaws
- Advanced voting is open until noon Friday, December 8<sup>th</sup>
- Quorum has been met: 109 Votes have been cast through advanced voting with at least one from each zone
- Expect a small physical turnout, so have moved the meeting to our office with a small Christmas reception as well for anyone who would like to attend
- Invitations have been sent to the 17 School District affected by the rezoning to be represented on the realignment committee. Will try to work with someone from each school district. 9 have confirmed

**Actions:**

Try to ensure 3-4 independent representatives from the 17 areas on the realignment committee.

Kim Senecal, DACATA Performance Group, arrived

The Chair suspended the Order of Business. For continuity, these Minutes reflect the order of the Agenda.

**5.2. STRATEGIC PLANNING UPDATE – DACATA PERFORMANCE GROUP (10:00am), Kim Senecal**

Kim provided an update on the status of the Strategic Planning:

**Progress on Survey #1**

- Still coding the feedback
- Athletic Directors & Principals - Wide range of responses
- 323 respondents overall
- The number of responses for open ended questions ranged from a low of 50 to a high of 221
- 221 respondents for what should the mission/purpose be
- 175 respondents for what the values should be
- 151 respondents for the current strengths/best practices by category/theme
- 151 respondents for the current weaknesses by category/theme

### **General impressions:**

- A lot of people had very limited views of BCSS – lack of knowledge
- Two major perspectives re: increase mass participation in school sports and encouraging/fostering elite competition (fairplay, eligibility, access)
- Banners are primary association with BCSS
- Many respondents skipped questions or provided responses that indicated they were unsure of how to respond due to a lack of knowledge regarding BCSS

### **Interviews with Board**

- 4 of 6 completed, 1 scheduled and 1 trying to find a mutually agreeable time

### **Interviews with Commissioners:**

- 8 of 19 completed
- 2 scheduled or confirming time (Brien Gemmell & Joe Moreira)
- 1 requested providing a written response (Marci McLean – Tennis)
- 1 declined (Badminton - as the Commissioner is brand new)
- 7 No response: Alana Martin (Field Hockey), Doug Corbett (Wrestling), Hubert Wohlgemuth (Ski Snowboard), Janet Dunkin (Curling), Jason Barr (Mountain Biking), Jen Farano (Girls Basketball, Walter Van Hast (Rugby)
- Going relatively well
- Participation rates not as high as we would like
- Wide range of responses
- Several Commissioners are new to their role and either declined to participate as a result or had very little input to provide
- **General comments:**
- Ease up on eligibility – know it's a concern but for the most part it is on the right track (only concern in there is lack of, still some concern about transparency & sharing of information regarding decisions, decision process seems a bit slow at times)
- Focus more on brand awareness for BCSS and visibility
- Would appreciate more engagement and involvement in the events (more than just showing up at the event and handing out the banner)
- Support for championships (i.e. organization & sponsorships)
- Need way more coach support and resources (training, development, resources) – teachers are being discouraged from being involved in coaching (no young coaches coming into the system)
- Need more emphasis on encouraging teachers to enter coaching
- Appreciate the staff and approach to communication from Jordan and his team (speed, clarity)
- Knowledge of the staff – well respected and appreciated
- Wish there was more support during key periods of the year (registration & championships) – office is understaffed to deal with the volume of work
- On-line registration system is a strength
- Limited knowledge re: governance and structure – disconnect with role of BCSS “office” vs. role of the membership and Commissioners
- Rules are often unclear and contradict themselves
- People are aware that things are moving in a positive direction compared to previous years, people are more willing to be engaged because they see the efforts coming forward from the board and the staff

### **Next Steps:**

Add some additional questions for the Commissioners for survey # 2 – conduct as interviews again (role of BCSS vs role of Commissions, how the two can work more effectively together)

- Dec 22<sup>nd</sup> – all results reviewed , analyzed and collated
- Survey #1 Report created by Jan 5 – *can have information to Board before Christmas break*

- Jan 10<sup>th</sup> share Survey # 1 results
- Jan 16<sup>th</sup> survey # 2 to go out (general audience and a specific one to the Commissioners (includes thoughts on role of the BCSS and Commissions, how to work more effectively together)
- Jan 30<sup>th</sup> – survey # 2 due
- Feb 27<sup>th</sup> – 2<sup>nd</sup> survey analyzed
- March – 1<sup>st</sup> week present Survey # 2 results to the board

Discussion:

- Comparisons of other organizations: 3 Canadian and 5 American. Governance is the biggest difference with BCSS being very unique
- Athletic Director education/leadership/concussion & coaching education is lacking
- 1<sup>st</sup> survey was current state
- 2<sup>nd</sup> survey additional feedback – these 2 surveys should be a warm-up / getting involved in process
- Should group know that there are other options out there?
- Should survey questions include: How long do AD's think they will be in the job / how long are they in the job / what about teacher coaches not coaching anymore. Can touch on some questions within 2<sup>nd</sup> or 3<sup>rd</sup> surveys because ties in to some of the issues
- Kim will be working with Working Group (best is between 6 & 8 people) in March-May
- Caution, Strategic Plan is a big task
- Don't expect perfection – more of a first iteration, and will need to plan to do again as progress

Kim Senecal, DACATA Performance Group, departed
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### 5.3. BCSS ULTIMATE CHAMPIONSHIP - DEMONSTRATION SPORT

The Manager of Sport provided a written report on Field location Options, Budget Outline, Draft Playing draw & Tiering Brackets, and BC School Sports Ultimate Rules Committee Terms of Reference. Highlights of the reports:

- 32 teams, 2 tiers
- 4 field options: Surrey, UBC Vancouver, Mission, Chilliwack
- Field options influenced by availability at this late date, number of fields in close proximity to each other, cost, and contributions from municipality/location
- Potentially may need to host on a Thursday/Friday, due to field options
- Tiers will be based on school population based rather than skills based as previously done by Provincial Sport Organization (PSO)

Discussion:

- What are PSO concerns and how best to work with them?
- How will a school qualify to zones and then berthing?

**MOVED/SECONDED AND RESOLVED** that the expenditures for the event, based on the budget be approved.

**Actions:**

Staff to work with PSO regarding their concerns about maintaining their uniqueness, a joint statement.

Staff to work with PSO regarding access to fields already booked by them.

**Edits to Rules Committee Terms of Reference:**

- Committee Chair needs only b. or d., not both;
- Purpose – clarify recommending changes to the “BCSS” membership;
- Zone Representatives – if there isn’t a zone president (due to BCSS Zone Reorganization or other reasons) in the interim, an appointment will work.

Karen Hum departed the meeting

#### **5.4. TIERING EXAMPLES**

The Board reviewed the tiering examples previously provided.

**Discussion:**

- Zones are changing so stats may be affected
- Strategic Plan and rezoning are a priority at this time

**Actions:**

Staff to continue to track data and Board will revisit after the Strategic Plan is completed.

R. Thiessen will speak with the Executive Director of FISA with Jordan after the Strategic Plan is completed.

### **6. NEW BUSINESS**

#### **6.1. RUGBY COMMISSION – PREMIER LEAGUE CONCEPT/FALLOUT**

The Rugby Commission has been working on creating a Premier League with a purpose of improving competitive balance amongst the top schools in AAA Rugby. After surveying the Rugby schools regarding a Premier League Concept a resolution was passed by the Rugby Commission. Correspondence has been received by BCSS from the Fraser Valley Secondary Schools Rugby Union Commissioner protesting the change of pathway to provincial championships.

**Discussion:**

- The Executive Director met with Walter/Stephen from Rugby, while at the Volleyball Championships.
- Rugby has 90 senior teams with 3 tiers, 5100 kids participating
- There has been a 25% decline in participation
- They have some time to re-engage Rugby membership with the hopes to find a more amicable solution
- There is some confusion regarding the original survey

**Action:**

Staff to send a message to the Rugby Commission Executive and the FVSSRU Commissioner confirming that the proposed berthing formula is problematic, and recommends that it not be changed this year; but it is ultimately up to the Commission.

#### **6.2. KING DAVID SCHOOL – COMPETITION ON FRIDAY/SAT**

**Discussion:**

- Due to religious reasons they cannot play after sundown on Fridays until sundown on Saturdays which affects their ability to participate in championships that occur during those times
- Some sports have already accommodated them when required
- Washington State was sued last year for similar situation when a team would lose based on religious discrimination and their legal advice was to move the tournament
- Some commissions deal with it to the best of their abilities, but it’s easier in some sports than others

Action:

Staff to communicate to commissions to provide guidance to help facilitate cooperation and offer ideas to adapt

### **6.3. POLICY INTERPRETATION**

#### **6.3.1. PLAYING UP TO MORE SENIOR SCHOOL – POLICY INTERPRETATION**

Rule allows students in Grade 8 at a middle school to play up to their feeder secondary school, and this then establishes their home school a year earlier. Therefore if a student then decides in Grade 9 to go to a different school than their home school, they are ineligible. Question is, are they ineligible only in the sport that they played up, or all sports that they played during the year?

Action:

Staff are to apply the rules as they have been done previously: declared home school for all sports.  
Recommend rule improvements at next AGM.

#### **6.3.2. RESIDENCY RULE vs SITTING OUT – POLICY INTERPRETATION**

Rules require that a student meet residency rules, including living with legal guardian.

When a student moves from family residence to attend another school and lives with someone other than a legal guardian, they no longer meet residency rules. If that same student sits out a year, are they now eligible even though they don't meet the residency rules?

Discussion:

- International students can play right away
- Residency rules could be separate from transfer rules

Action:

- Staff to apply the policies: student is ineligible due to residency, even if they sat out a year. The Eligibility Appeals Committee may review.
- Staff to draft policy so that it can be applied consistently: i.e. residency is established after being there one year, even if they are not living with a legal guardian, so that they can play after sitting out a year.

### **6.4. AD-HOC RULES COMMITTEE DOCUMENTATION**

Draft Terms of Reference – for the Rules Committee were provided for review and comment

Discussion:

- Reviewed proposed members
- Minimum 9 members with a maximum of 14 members
- 14 members are too many
- Try to have a balance of two members per zone, maximum 1 per school
- People who support the mandate and communicate/are engaged with school sport community
- Committee to do research and make recommendation
- Committee to put together questions on topics that require debate to help craft updated policies in a more informed manner

Action:

Staff to ask Mike Stickley from Frank Hurt to be asked to be on the Committee  
Staff to make the following changes to the draft rules:  
Remove reference to Ultimate  
No individual shall serve more than three (3) consecutive terms

**MOVED/SECONDED AND RESOLVED** by a vote of five in favour, one against, that Sean Juteau be the Board Representative on the Committee

#### **6.5. MINISTER OF EDUCATION MEETING**

The Executive Director met with the Minister of Education, Rob Fleming, in Victoria on December 4<sup>th</sup>. Ministry of Education will be undergoing a funding review in 2018, and BCSS could be invited to present a submission for funding.

#### **6.6. SUPERVISION OF AFTER SCHOOL ACTIVITIES**

Discussion:

- Concerns raised about responsibility of supervision of afterschool sport activities and protocols
- BCSS has existing rules regarding responsibilities of coaches and schools
- This is not a BCSS issue – schools are responsible
- If you are there concerned for safety call 911

#### **6.7. FAN CONDUCT – ODOR OF DRUGS**

Discussion:

- Concerns raised about responsibility of supervision of afterschool sport activities and protocols related to odor of drugs
- BCSS has existing rules regarding responsibilities of coaches and schools
- This is not a BCSS issue – schools are responsible
- BCSS can support coaches through education
- BCTF speak at post-secondary education students and advises not to be teacher coaches
- Maybe BCSS can go to post-secondary schools and talk about benefits of extra-curricular activities in schools

#### **7. NEXT BOARD MEETINGS**

**7.1. JANUARY MEETING DATE: Tuesday, January 23, 2018**

**7.2. MARCH MEETING DATE: Thursday, March 15, 2018**

#### **8. ADJOURNMENT**

The meeting adjourned to the In-Camera portion of the meeting at 2:29 pm  
In-Camera Minutes are recorded separately

#### **9. IN CAMERA SESSION**

**9.1. ED PERFORMANCE EVALUATION**

**9.2. APPOINTMENT OF VACANT BOARD SEAT**

#### **10. MOTIONS DECLASSIFIED FROM CONFIDENTIAL TO NON-CONFIDENTIAL FROM IN CAMERA SESSION**

**MOVED/SECONDED AND RESOLVED** that Gerry Karvelis be appointed to the Board to fill the vacant position until the AGM in May 2018, as per the BCSS Bylaws.

#### **11. ADJOURNMENT**

The meeting concluded at 3:00 pm