



British Columbia Powerlifting Association 2024 Annual General Meeting Agenda

Saturday, March 2nd, 2024 at 12:00 am
Videoconference

1. Meeting Call to Order:
 - 1.1. Establishment of Quorum;
 - 1.2. Election of chairperson;
 - 1.3. Review and approval of AGM Agenda.
 2. Review and approval of previous AGM minutes from February 4, 2023.
 3. Officers' Reports:
 - 3.1. Jennifer Luther Thomas, President;
 - 3.2. Dennis Leong, Treasurer.
 4. Old Business:
 - 4.1. Tabled Bylaw Amendment.
 5. New Business:
 - 5.1. Bylaws Amendments.
 6. Nomination of Voting Officers.
 7. Elections.
 8. Announcements.
 9. Adjournment.
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BCPA Mission: To provide infrastructure and support for provincial powerlifting competitions.

BCPA Vision: To be the number one most-recognized strength sport in BC.

GOAL #1 - Improve membership retention

GOAL #2 - Develop the Powerlifting Community

GOAL #3 - Solidify and improve internal processes

BCPA President's Report

2024 Annual General Meeting

The BCPA feels like it hit it's post-covid stride fully last year. Our membership numbers are consistently in the 600s, we're having a regular meet cadence. We've seen lots of new members come in, new meet directors, new venues. We have what feels like an increasing number of BC athletes competing at a Regional and National level.

2023 was not without issue. The CPU received a lot of negative emails regarding the inclusion of trans lifters, and I was not spared. The opinionated emails were seemingly not from members, expressing their opinions on the inclusion of trans lifters in powerlifting and our federation. The BCPA board acts in the best interest of its members, which is providing an inclusive and safe space for our athletes. At this time, the BCPA has been trying to do our best by accommodating athletes with their preferred pronouns, name and pronunciation on registration forms. We have had lawyers look over both the CPU and IPF inclusion and diversity policies to ensure that BC is not discriminating against anyone.

Shortly before this term ended we received resignation from Tammy Drover as Secretary. Tammy was on the board for less than two years, but was able to immediately fulfill the duties of secretary and was invaluable in co-running BCPA Provincials with me last year. I'd like to thank Tammy for her contributions to the board and wish her the best moving forwards, both in and out of the gym.

Provincials 2023 was the first board-ran Provincials since 2019 and I believe it was an overwhelming success. We had around 190 athletes sign up, turning it into a busy 3 day event. We successfully brought on many sponsors, had a well-received broadcast and awesome new t shirt designs. We had no shortage of volunteers for the weekend and for that I'm incredibly grateful. Provincials 2024 had just under 149 registrations which was lower than originally anticipated, possibly due to the proximity to Westerns with the last-minute changed CPU calendar.

This year is an election year for the BCPA board. I am excited about the nominees that we have so far, and all of them (at the time of writing) have all displayed an interest and enthusiasm to powerlifting in BC and I think they'd all be a fantastic addition.

This year also marks two years of my term as president and if there's no objection from the members, I'd be excited to continue. Reflecting on the last two years we've been slowly making improvements:

- Redesigned logos and higher quality meet shirts. Kiana has willingly and creatively redesigned many of our traditional logos which have been well received.
- As we've got in our groove with running meets we're bringing on more sponsors for events.
- Set up and tear down is running smoother and faster, with all board members able to direct or participate in all areas of set up/tear down.
- A new, larger trailer that's able to comfortably and safely transport all our equipment.

- New venues: We will return to the ice rink at Poirier this year, and for Provincials we will return to Christine Sinclair Community Centre (formerly Fortius) for the first time since 2019.
- New laptops, new smart TVs, new ref lighting system
- New banners to help first time lifters orient themselves at meets

We've also had two members step up to help with volunteers and clubs. Jonathan Cruz has taken all our volunteer sign up data for 2023 and consolidated into one spreadsheet to make it easier and faster for us to check volunteer requirements. Johnson Nguyen has begun the process of revitalising our clubs and gyms program, soliciting feedback from other provinces or federations who have successful club/team programs.

The end of this term will be Bette Festing's last term as officiating chair, and we'd like to thank her for her contributions as officiating chair, upholding incredibly high standards for herself and referees in BC, mentoring new referees and always being available for questions with thorough answers. The BCPA has received applications from qualified referees to fill the position and the BCPA will be appointing a new officiating chair after this AGM.

Thanks to everyone else on the board who've made the last two years (mostly) enjoyable, and when times are hard everyone, board members and volunteers, are willing to step in to help, or just bring a coffee, and I really appreciate it. Let's hope the next year is a good one for powerlifting in BC.

Jennifer Luther Thomas
BCPA President

BCPA Vice President's Report 2024 Annual General Meeting

It is with enthusiasm that I write my second report as the Vice-President of the British Columbia Powerlifting Association ("BCPA").

This year, BCPA continued to work on regular administrative duties to ensure compliance with BC Registries and meet the legal requirements of a non-profit organization, such as the Annual Report filing. We worked closely with our law firm for this, and to ensure the IPF and the CPU transgender inclusion policies are aligned with BC human rights legislation.

We also continued to work hard to bring up the athlete level of participation and members to numbers before the pandemic and to grow the sport of powerlifting in British Columbia. The BCPA had a year filled with competitions, gained new meet directors and seen recurring and experienced ones, etc. We've also worked closely with Special Olympics British Columbia to include Special Olympics athletes at BCPA competitions, and will start running clinics for coaches in the near future. We've also seen a small increase in youths athletes.

In 2023, we've acquired new sponsors and partners, which have supported athletes and our competitions, such as Young Guns Weightlifting Club and Ward Smelling Salts. In terms of apparel, we've done an apparel pre-order with Inner Strength Products which was successful and are thankful for their time and support to help outfit members. True North Sportswear has also outfitted athletes and volunteers in competition, with newly designed BCPA logos by Kiana Delsouz. We've also provided all athletes competing at nationals with a Team BC t-shirt through fundraising efforts.

We also acquired committed individuals to take on committee roles, such as Club Development Director (Johnson Nguyen), Volunteer Coordinator (Jonathan Cruz) and Social Media Director (Diana Foxall). The BCPA will continue recruiting for committee roles in the upcoming year.

Lastly, I would like to thank all chairpersons: Sara Youd (Scorekeeping Chair), Cody Weeks (Records Chair) and Bette Festing (Officiating Chair). Bette Festing has without a doubt increased the level of officiating in the province while maintaining a high standard of testing and officiating throughout the province, and we are immensely grateful for her contributions. I would like to thank Tammy Drover who took over the role of secretary for a little over a year and diligently fulfilled all the required duties. I would also like to thank all volunteers, including referees and scorekeepers; the BCPA is a strong lifting community because of you. I am fortunate to be able to count on so many of you during competitions and am grateful for the supportive community, inside and outside of lifting. Lastly, a heartfelt word of recognition to the entire Board of Directors for its dedication; I feel like together we learned a lot in the past two years to become an efficient and proactive organization, that is governed by athletes and for athletes.

Shadie Bourget
BCPA Vice-President

BCPA Treasurer's Report 2024 Annual General Meeting

The BCPA recorded a loss of \$6,080.38 in the 2023 fiscal year, ending the year with \$17,720.60 in its bank account. The contingency account was untouched in 2023 and has a balance of \$10,012.84.

Total revenues in 2023 were \$122,076.86, which was \$54,096.82 more than 2022. Significant contributors to this increase were a slight increase in registration fees for competitions run by the BCPA executive board along with having the BCPA board run 2023 Provincials.

Total expenses in 2023 were \$128,157.24, which was \$66,188.43 more than 2023. We purchased a new trailer for transporting equipment this year. The trailer cost \$30,156.00 and this capital expense was reported in full on the 2023 income statement. Its depreciation will not be recorded in subsequent years.

I had planned to engage a third-party bookkeeper for BCPA finances, but have not done so yet. The 2023 Treasurer's Report revealed that a clerical error resulted in annual financial reports being miscalculated since 2015. That has now been rectified. As this is an election year, I recommend the new Board of Directors budget for and engage a bookkeeper.

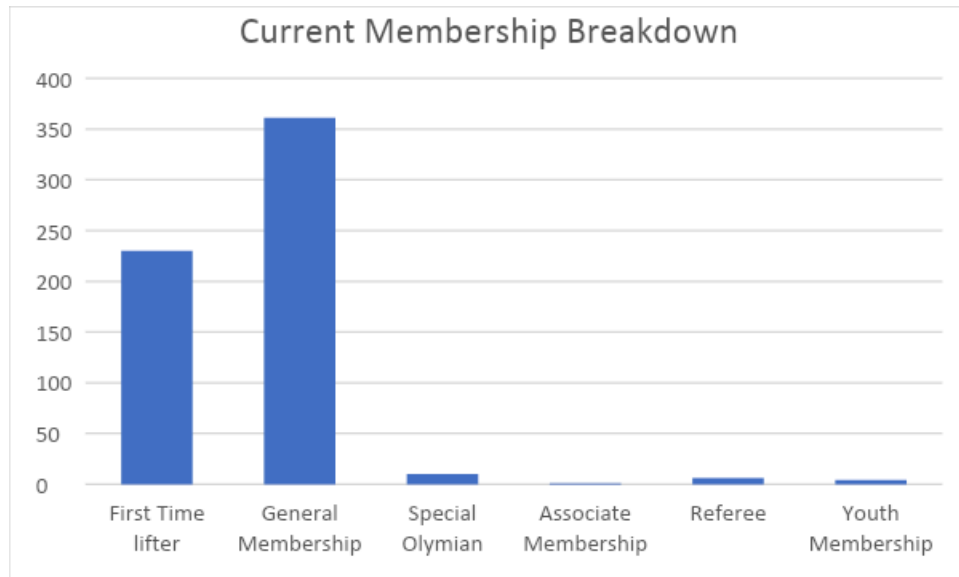
Dennis Leong
Treasurer

British Columbia Powerlifting Association													
2023 Income Statment													
	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	9/1/2023	Oct-23	Nov-23	Dec-23	Total
REVENUE													
Memberships	\$ 1,377.16	\$ 2,772.54	\$ 1,300.81	\$ 1,247.34	\$ 3,008.61	\$ 588.82	\$ 773.45	\$ 2,653.10	\$ 1,786.42	\$ 1,989.43	\$ 2,638.43	\$ 1,655.10	\$ 21,791.21
BCPA Meets	\$ 600.00	\$ 15,399.52	\$ 266.11	\$ 27,943.27	\$ 8,402.42	\$ 5,951.50	\$ 1,745.59	\$ 17,073.01	\$ 2,090.64	\$ 2,308.19	\$ 1,445.00	\$ 9,935.32	\$ 93,160.57
Equipment Sales	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanction Fees	\$ -	\$ 651.00	\$ -	\$ -	\$ 1,217.28	\$ -	\$ -	\$ 500.00	\$ 500.00	\$ -	\$ -	\$ -	\$ 2,868.28
Interest	\$ 0.09	\$ 0.08	\$ 0.09	\$ 0.08	\$ 0.09	\$ 0.08	\$ 0.09	\$ 0.09	\$ 0.08	\$ 0.09	\$ 0.08	\$ 0.09	\$ 1.03
General Revenue	\$ 16.00	\$ 760.90	\$ -	\$ 550.00	\$ 500.00	\$ 600.00	\$ 182.35	\$ 540.00	\$ -	\$ 551.52	\$ 555.00	\$ -	\$ 4,255.77
Income Suspense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL REVENUES	\$ 1,993.25	\$ 19,584.04	\$ 1,567.01	\$ 29,740.69	\$ 13,128.40	\$ 7,140.40	\$ 2,701.48	\$ 20,766.20	\$ 4,377.14	\$ 4,849.23	\$ 4,638.51	\$ 11,590.51	\$ 122,076.86
EXPENSE													
Meets	\$ 4,326.16	\$ -	\$ 1,088.50	\$ 10,418.38	\$ 2,718.14	\$ 15,289.07	\$ 4,544.27	\$ 4,492.95	\$ 3,856.37	\$ 4,366.62	\$ 6,317.57	\$ 4,661.24	\$ 62,079.27
Meetings/Seminars	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 87.13	\$ 14.34	\$ 725.82	\$ 75.91	\$ 903.20
Office/Stationary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Administration	\$ 141.12	\$ -	\$ 2,009.34	\$ 195.78	\$ 83.99	\$ -	\$ 906.47	\$ -	\$ 1,426.05	\$ -	\$ -	\$ -	\$ 4,762.75
Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supplies (BCPA medals)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Advertising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment Storage	\$ 482.49	\$ 1,000.00	\$ 126.87	\$ 253.74	\$ 1,143.47	\$ 96.60	\$ 223.47	\$ 900.00	\$ 320.07	\$ -	\$ 1,346.94	\$ 499.39	\$ 6,393.04
Truck Ins/Maint	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment Purchase	\$ 2,161.60	\$ -	\$ 1,410.48	\$ -	\$ 2,029.10	\$ -	\$ -	\$ -	\$ 93.41	\$ -	\$ -	\$ 1,112.63	\$ 6,807.22
Trailer Purchase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$ 25,156.00	\$ -	\$ -	\$ -	\$ -	\$ 30,156.00
Drug Testing	\$ 750.00	\$ -	\$ -	\$ 1,890.00	\$ 765.00	\$ 2,565.00	\$ 510.08	\$ 960.00	\$ -	\$ -	\$ 3,345.00	\$ 975.00	\$ 11,760.08
CPU Sanction Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,232.00	\$ 1,232.00
Trailer Ins/Maint	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,400.00	\$ -	\$ -	\$ -	\$ -	\$ 1,400.00
Judges Professional	\$ 200.00	\$ -	\$ 200.00	\$ 383.49	\$ -	\$ 590.59	\$ -	\$ -	\$ -	\$ -	\$ 1,127.31	\$ 74.04	\$ 2,575.43
Bursary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Apparel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bank Fees	\$ 9.00	\$ 0.90	\$ 4.50	\$ 9.00	\$ 6.30	\$ 11.70	\$ 7.20	\$ 14.45	\$ 4.50	\$ 2.70	\$ 10.80	\$ 7.20	\$ 88.25
Expense Suspense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENSES	\$ 8,070.37	\$ 1,000.90	\$ 4,839.69	\$ 13,150.39	\$ 6,746.00	\$ 18,552.96	\$ 11,191.49	\$ 32,923.40	\$ 5,787.53	\$ 4,383.66	\$ 12,873.44	\$ 8,637.41	\$ 128,157.24
SURPLUS (DEFICIT)	\$ (6,077.12)	\$ 18,583.14	\$ (3,272.68)	\$ 16,590.30	\$ 6,382.40	\$ (11,412.56)	\$ (8,490.01)	\$ (12,157.20)	\$ (1,410.39)	\$ 465.57	\$ (8,234.93)	\$ 2,953.10	\$ (6,080.38)
STARTING BALANCE	\$ 33,813.82	\$ 27,736.70	\$ 46,319.84	\$ 43,047.16	\$ 59,637.46	\$ 66,019.86	\$ 54,607.30	\$ 46,117.29	\$ 33,960.09	\$ 32,549.70	\$ 33,015.27	\$ 24,780.34	
ENDING BALANCE	\$ 27,736.70	\$ 46,319.84	\$ 43,047.16	\$ 59,637.46	\$ 66,019.86	\$ 54,607.30	\$ 46,117.29	\$ 33,960.09	\$ 32,549.70	\$ 33,015.27	\$ 24,780.34	\$ 27,733.44	

Fiscal Year Comparison		
	2023	2022
<u>REVENUE</u>		
Memberships	\$ 21,791.21	\$19,319.56
BCPA Meets	\$ 93,160.57	\$34,750.77
Equipment Sales	\$ -	\$ -
Sanction Fees	\$ 2,868.28	\$7,087.11
Interest	\$ -	\$1.03
General Revenue	\$ 4,255.77	\$6,321.57
Income Suspense	\$ -	\$500.00
TOTAL REVENUES	\$ 122,075.83	\$67,980.04
<u>EXPENSE</u>		
Meets	\$ 62,079.27	\$20,959.10
Meetings/Seminars	\$ 903.20	\$424.28
Office/Stationary	\$ -	\$177.90
Administration	\$ 4,762.75	\$3,541.78
Supplies	\$ -	\$1,254.38
Supplies (BCPA medals)	\$ -	\$6,593.48
Advertising	\$ -	\$4,331.25
Equipment Storage	\$ 6,393.04	\$4,425.57
Truck Ins/Maint	\$ -	\$ -
Equipment Purchase	\$ 6,807.22	\$3,066.21
Trailer Purchase	\$ 30,156.00	\$ -
Drug Testing	\$ 11,760.08	\$10,095.00
CPU Sanction Fees	\$ 1,232.00	\$1,094.00
Trailer Ins/Maint	\$ 1,400.00	\$ -
Judges Professional	\$ 2,575.43	\$4,473.91
Bursary	\$ -	\$1,000.00
Apparel	\$ -	\$469.85
Bank Fees	\$ 88.25	\$62.10
Expense Suspense	\$ -	\$ -
TOTAL EXPENSES	\$ 128,157.24	\$61,968.81
SURPLUS (DEFICIT)	\$ (6,081.41)	\$6,011.23
STARTING BALANCE	\$ 33,813.82	\$27,802.59
ENDING BALANCE	\$ 27,736.70	\$33,813.82

2024 BCPA Registrar's Report

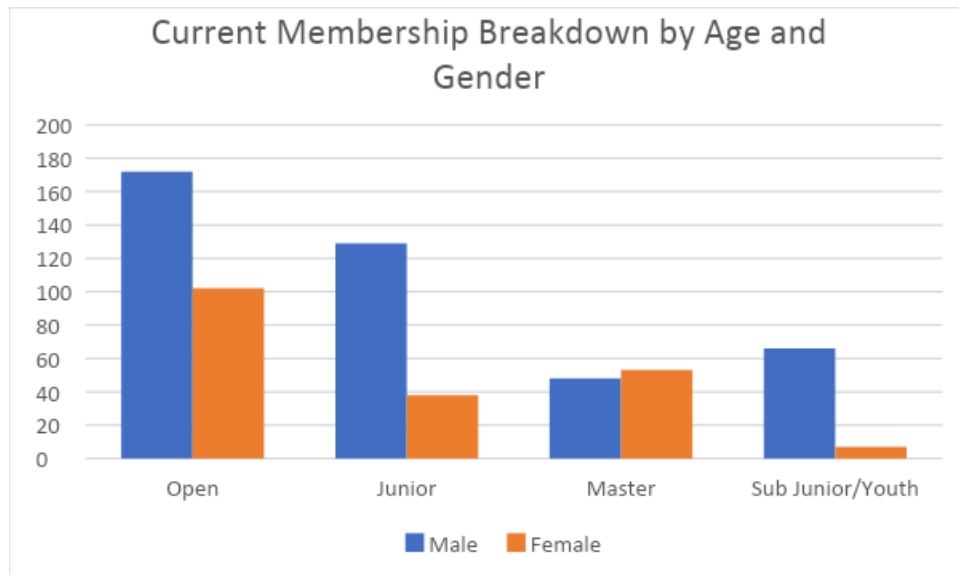
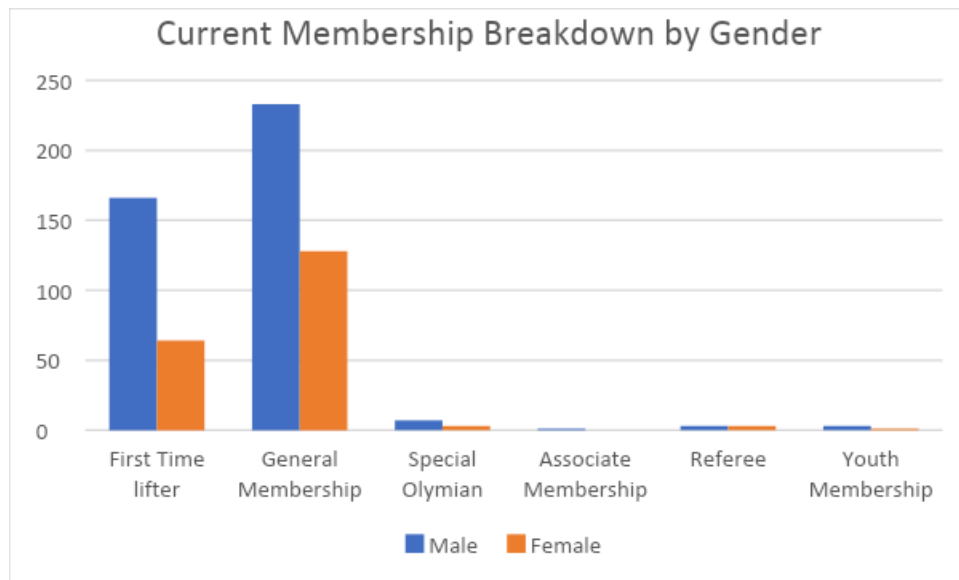
The BCPA membership numbers have consistently been above 600 the past year. At the time of writing this report the BCPA has 613 active members, with the breakdown shown below.



With a regular competition schedule back once again our membership numbers have become much more stable no reaching pre covid number and even beyond at some points throughout 2023.

Some observations regarding the memberships:

- Male lifters represent a disproportionate amount of the membership for sub juniors and juniors. While open and masters age classes have a more even spread with women actually surpassing the men in the Masters age division
- Last year the membership numbers between first time lifters and general membership were much closer. This year there is a larger spread, showing we are having better retention with competitors.



Justin Schubert

BCPA Registrar

BCPA Records Chair Report – Cody Weeks

In 2023, there were 225 records set across 15 competitions. Below is a breakdown which shows how many records were set in each competition and division.

Record generation is still mostly automated, with minimal manual work around sending emails and uploading results to the website. Sara Youd, Scorekeeper's chair, and Ryan Stinn, PL Meet developer, have made some changes that make the process even more fluid.

The only major change to the records this year was the addition of the Youth divisions, of which we had 10 records placed. There are no minimum standards set for the Youth divisions.

There are no changes planned for records handling in 2024.

Highlights:

- Donald Lovell and Theresa Kwan had the highest number of records broken by individuals this year, coming it at 12 records each.
- CPU Nationals saw the most records in a competition this year, with 75 records set.

Thanks,
Cody

	Gender		
Meet	F	M	Grand Total
Banger at the Hanger	8	11	19
CPU Easterns		2	2
CPU Nationals	42	33	75
CPU Westerns	6	4	10
Fall Classic	4	6	10
IPF Juniors		1	1
IPF Masters		3	3
IPF Worlds	2		2
Kelowna	1	6	7
NAPF	5	4	9
Provincials	12	25	37
Summer		1	1
UBC	7	2	9
Victoria	8	14	22
Winter Open	5	13	18
Grand Total	100	125	225

Records By Meet (Detailed)								
Meet	Banger at the Hanger	CPU Easterns	CPU Nationals	CPU Westerns	Fall Classic	IPF Juniors	IPF Masters	IPF Worlds
F								
Equipped								
Master 4			1					
Open	5				1			
Raw								
Junior					1			
Master 1	1		2	1				
Master 2			1	3	1			
Master 3	2		8	2				
Master 4			3		1			
Open			25					2
Sub-junior			2					
M								
Equipped								
Junior					1			
Master 2			3					
Master 3	1				1			
Master 4			2					
Raw								
Junior	2		7	2	1	1		
Master 1			2		1			
Master 2			1		1			
Master 3	3		2				3	
Master 4			4					
Open		2	9		1			
Sub-junior	5		3	2				
Grand Total	19	2	75	10	10	1	3	2

Records By Meet (Detailed)							
Meet	Kelowna	NAPF	Provincials	Summer	UBC	Victoria	Winter Open
F							
Equipped							
Open						2	
Raw							
Master 2			5				5
Master 3			4				
Open			1		2	6	
Sub-junior	1	5	2		5		
M							
Equipped							
Master 1			1				
Master 2			2				
Master 3							5
Master 4						5	
Open							2
Raw							
Junior		4			2		5
Master 1	1						
Master 2			1				1
Master 3			7	1			
Master 4			5				
Open			5				
Sub-junior			4			4	
Youth 3	5					5	
Grand Total	7	9	37	1	9	22	18

2024 BCPA AGM - March 2nd 2024 Scorekeeper Report

Thank you to everyone who volunteered last year and made 2023 successful.

We are now moving forward with the new scorekeeping program "SYMPLMEET.PLMEET.COM". We have had a few hiccups along the way but it has become more efficient and user friendly then the previous score program. The site has certain requirements when uploading meets. I ask that moving forward the below is used to set up flights. This will make it easier for uploading.

lastname	firstname	Gender	Category	Weight Class	Classic/Bench/Equipped
Doe	John	Male	Open	76	Classic

Besides the officials, the scorekeeper and assistant scorekeeper are the most important people at the contests. If there isn't a scorekeeper to run the score program, the contest can't proceed. Anyone who volunteers under this position should have some knowledge of the IPF Technical Rules and should have the ability to take control of the Scoretable.

No clinics were held in 2023 due to scheduling issues on my end. I am hoping to have one on the island this year and another for the lower mainland. Dates to come in the near future.

Anyone looking to try Scorekeeping can email me at scorekeeper@bc-powerlifting.com or approach me at a meet.

We were previously using "chromebooks" for the meets, we found that they were too small and it took more time to enter information. It has been very useful to have these replaced with Laptops. It would be helpful to have two computers in the event we are running late between sessions we can enter lifters for the next session well completing the first session. We have experienced issues where sessions run late and we scramble to enter the next meet to stay on track. A spare computer would help prevent delays.

Again a huge thank you to those who stepped up last year, it does not go unnoticed.

Sara Youd
BCPA Scorekeeper Chair

BCPA Social Media Report

2024 Annual General Meeting

In 2023, the BCPA was active on Instagram and Facebook to engage with its members, share news and updates, and highlight the accomplishments of its athletes.

As of February 16, 2024, the BCPA Instagram account had 2,879 followers and the Facebook account had 2.7k followers and 2.5k likes.

Significant efforts were made in 2023 to showcase the performances of BC athletes who represented Canada internationally. To that end, the latter half of the year saw posts setting up and recapping meets for lifters who competed at:

- 2023 North American Regional (NAPF) Powerlifting Championships
- 2023 World Junior and Sub-Junior Championships
- 2023 World Masters Powerlifting Championships
- 2023 NAPF Bench Championships

Given that the timelines for Regionals and Nationals in 2024 deviated from the normal schedule, the BCPA used its social media to share information with members on how the timing changes would impact them and proactively address questions that were anticipated to come up. This included highlighting the qualifying standards for athletes who wished to compete at a Regional Championships for the first time in 2024 and specifically identifying which meets would count towards fulfilling the volunteer requirement for athletes competing regionally or nationally.

The end of 2023 saw the BCPA post a “Year in Review” to its social media channels, which included statistics on its membership, the breakdown of lifters who competed in full power versus bench-only at meets, how many attempts were made on the platform, which weight classes were the most popular among male and female athletes, and details on records broken over the last calendar year.

In addition to sharing content, the BCPA social media team actively responded to questions and feedback via Instagram and Facebook, providing athletes with practical information in a timely fashion. The team saw an increase in the number of followers tagging the BCPA account in stories and posts, and began sharing lifting content from its followers more frequently to help build a sense of community and pride in athletes’ accomplishments.

In 2024, the BCPA aims to continue to grow its social media following and provide more informative content to members – including more video content.

Diana Foxall

2024 BCPA Proposed Bylaw Additions and Changes

Housekeeping:

Proposed by Graeme Gerlach

Replace “his or her” by “their”.

Rationale: inclusive wording.

1. GENERAL PROVISIONS (ADD SECTION 1)

ADD 1:01 to 1:05, proposed by Shadie Bourget

Addition:

1:01 Purpose - These Bylaws relate to the general conduct of the affairs of the Society, the British Columbia Powerlifting Association (BCPA).

1:02: Definitions - The following terms have these meanings in these Bylaws:

- a) Act - The *British Columbia Societies Act*, SBC 2015, c18.
- b) Bylaws - Bylaws that contain provisions respecting the internal affairs of the, as described in section 11 of the *Act*.
- c) Days - a calendar day, inclusive of weekdays, weekends and statutory holidays.
- d) Director - An individual elected or appointed to serve on the Board of Directors pursuant to these Bylaws.
- e) Member - Individuals meeting the definition of Members that are admitted as Members of the Society under these Bylaws.
- f) Officer - An individual elected or appointed to serve as an Officer of the Society pursuant to these Bylaws.
- g) Provincial Championship - reference to Provincial Championships that is prepositioned by “BC” or “BCPA” is understood to be the annual Provincial Championships. Generic “Provincial Championship” may refer to any event occurring within the province that is sanctioned by the BCPA.
- h) Regulations - Regulations made under the *Act*, as amended, restated or in effect from time to time.
- i) Society - The British Columbia Powerlifting Association, a society that is incorporated, amalgamated, continued or converted under the *Act*

1:03 Registered Office - The Registered Office of the BCPA will be located in the province of British Columbia at such address as the Board may determine.

1:04 Ruling on Bylaws - Except as provided in the Act, the Board will have the authority to interpret any provision of these Bylaws that is contradictory, ambiguous or unclear, provided such interpretation is consistent with the objectives, mission, vision and values of the BCPA.

1:05 Interpretation - Words importing the singular will include the plural and vice versa; words importing the masculine will include the feminine and vice versa; and words importing persons will include bodies corporate. Words importing an organization name, title, or program, will include any successor organizational name, title or program.

Rationale:

General provisions did not exist in the current Bylaws, and terms listed above in 1:02 were not previously defined, some of which caused confusion at the previous AGM.

(Housekeeping note: capitalize all definition words in the bylaws) *(All subsequent Bylaw sections are to be renumbered.)*

1. MEMBERSHIP

EDIT 1:06, proposed by Jennifer Luther Thomas

Current:

1:06 The membership fee for each class of members, if any, shall be determined by the Board of Directors subject to review by the members at any meeting of the members of the Society.

Proposed:

1:06 The membership fee for each class of members, if any, shall be determined by the Board of Directors ~~subject to review by the members at any meeting of the members of the Society.~~

Any changes to the membership fees for existing members will be communicated to active members at least 14 days prior.

Rationale:

The current wording is unclear as to what 'subject to review' actually means. This provision allows the BCPA to change membership fees, if necessary, with adequate communication to the membership.

EDIT 1:13, proposed by Graeme Gerlach

1:13 A member must uphold the integrity and spirit of the Society in accordance with the Constitution, By-Laws ~~and code of conduct.~~

Rationale: Updated language to include our code of conduct

3. MEETING OF MEMBERSHIP

EDIT 3:03, proposed by Graeme Gerlach

Current:

The Board of Directors, or any two members of the Board of Directors, or ten percent or more of the membership of the Society may call a special meeting of the Society for any purpose.

Proposed:

The Board of Directors, or any two members of the Board of Directors, or 10 percent, **or thirty members**, of the Society may call a special meeting of the Society for any purpose.

EDIT 3:07, proposed by Graeme Gerlach

Current:

Notice of any annual, general or special meeting shall be deemed to be given to every member if mailed, e-mailed or handed to every member, and in addition a notice of the annual, general or special meeting may be advertised in any newspaper circulating in the city of Vancouver or the Society's newsletter, webpage and/or social media outlets.

Proposed:

Notice of any annual, general or special meeting shall be deemed to be given to every member if mailed, e-mailed **or handed** to every member, and in addition a notice of the annual, general or special meeting may be advertised in any newspaper circulating in the city of Vancouver or the Society's newsletter, webpage and/or social media outlets.

Rationale: Housekeeping, and outdated. See section 77 of BC Societies Act:

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/15018_01

4. DIRECTORS AND OFFICERS

EDIT 4:21, proposed by Dennis Leong

Current:

4:21 The Treasurer shall be custodian of the funds of the Society and subject to the control of the Board of Directors shall pay any and all bills and also make available to the annual meeting an accounting of all moneys of the Society. The Treasurer with the President, or in the absence of the President with such other member officer as may be designated by the Directors, may co-sign all cheques drawn on the funds of the Society.

Proposed:

4:21 The Treasurer shall be custodian of the funds of the Society and, subject to the control of the Board of Directors, shall pay any and all bills and also make available to the annual meeting an accounting of all monies of the Society. ~~The Treasurer with the President, or in the absence of the President with such other member officer as may be designated by the Directors, may co-sign all cheques drawn on the funds of the Society.~~ Cheques drawn on the funds of the Society must be signed by the President or the Treasurer, or co-signed by both.

Rationale:

Clarifies that either the President or Treasurer can be sole signees of cheques.

EDIT 4:27, proposed by Dennis Leong

Current:

4:27 Should a Director or Directors (maximum 2) choose to host a BCPA organized and run competition, each Director(s) will be entitled up to a \$500 + \$250 per additional day stipend based on available funds. A two-day competition would allow an officer a maximum stipend of \$750, based on available funds.

Proposed:

~~4:16~~ Should a Director ~~or Directors (maximum 2)~~ choose to host a BCPA organized and run competition, each Director ~~(s)~~ will be entitled ~~up to a base \$500 stipend + \$250 per additional day stipend~~ based on available funds. ~~A two-day competition would allow an officer a maximum stipend of \$750, based on available funds.~~ Competitions requiring more than one day will entitle each Director to a \$250 stipend per additional day based on available funds.

(Increment bylaw numbers from 4:16 onwards.)

(Clean version)

4:16 Should a Director choose to host a BCPA organized and run competition, each Director will be entitled a base \$500 stipend based on available funds. Competitions requiring more than one day will entitle each Director to a \$250 stipend per additional day based on available funds.

Rationale:

Cleaning up the language to allow for stipends to rise based on the number of days required for a competition. This bylaw should be moved to 4:16 because it pertains to Director's Remuneration, not Officers Remuneration. All subsequent bylaws from 4:16 onwards should have their numbers incremented.

ADD 4:30, proposed by Graeme Gerlach

Proposed:

Should a member of the Society choose to assist a Director in the hosting of a competition, they shall be entitled to an equal stipend of a Director. Any stipend given to a member in this role, must be approved by the board.

Rationale:

To allow non directors of the society to help co-direct BCPA competitions. This might be a mentorship opportunity for someone looking to run a meet, or if no other directors are available to assist. This opens the possibility for a competition committee in the future who can receive a stipend for efforts beyond 'normal' volunteering.

13. RECORDS, AWARDS, AND CLASSIFICATIONS

EDIT 13:03, proposed by Cody Weeks

Current:

13:03 The Society shall accept applications for new Provincial Records in the following age categories in each of the equipped and unequipped categories: Minimum standards to be 80% of CPU equipped standard, with the following exceptions noted below:

- (a) Youth 1 (unequipped)
- (b) Youth 2 (unequipped)
- (c) Youth 3 (unequipped)
- (d) Sub-junior
- (e) Junior
- (f) Open
- (g) Master I
- (h) Master II (No minimum standard for Women's Master II)
- (i) Master III (No minimum standard for Men's or Women's Master III)
- (j) Master IV (No minimum standard for Men's or Women's Master IV)

Proposed:

13:03 The Society shall accept applications for new provincial records and maintain provincial records for all combinations of the recognized weight, gender, age, lifting style (equipped/unequipped), and discipline (Squat, bench press, deadlift, bench only, and competition total) categories except those listed below:

- (a) Youth 1 (All categories)
- (b) Youth 2 (All categories)
- (c) Youth 3 (All equipped categories)

13:03.1 Minimum standards for provincial record categories that have not been previously set are to be defined at the discretion of the Society, but may not exceed the corresponding minimum standards for CPU national records.

Rationale:

Removing Youth 1 and Youth 2 records puts us in line with the CPU policy for Youth records, where only Youth 3 records are tracked nationally. The current wording doesn't specify which categories or lifts we need to be tracking or how we separate them - it only separates age and equipped/unequipped. The way this is currently written, you could combine all weight classes into a single record. The new wording specifies exactly what we track and how we categorize them. The current wording of 13:03 tries to define the provincial record categories and minimum standards in a single section, creating a confusing double list. The proposed change simplifies this by separating the two items. The proposed change gives the BCPA some discretion in setting minimum standards within limits of the CPU max and removes a dependency on equipped standards for raw records.

14. COMPETITION

EDIT 14:03, proposed by Jennifer Luther Thomas

Current:

14:03 Bids to host a sanctioned Society competition must be in writing, clearly stated, and signed by the submitting individual(s). All bids to host a Provincial Championships shall be presented for consideration to the President of the Society by November 30 of the preceding year. All bids must be accompanied by a payment in the amount of \$500.00 as a Pro-Forma Bond, which will be returned to the bidding individual(s) if all conditions of the competition bid have been met. If all conditions are not met, then the payment will be used by the Society to cover any costs it incurs to fix the problem.

Proposed:

14:03 Bids to host a sanctioned Society competition must be in writing, clearly stated, and signed by the submitting individual(s). ~~All bids to host a Provincial Championships shall be presented for consideration to the President of the Society by November 30 of the preceding year.~~ All bids must be accompanied by a payment in the amount of \$500.00 as a Pro-Forma Bond, which will be returned to the bidding individual(s) if all conditions of the competition bid have been met. If all conditions are not met, then the payment will be used by the Society to cover any costs it incurs to fix the problem.

ADD 14:11, proposed by Jennifer Luther Thomas

Proposed:

14:11 At the BCPA Provincial Championships athletes cannot change their entered age and weight class 21 days before the contest starts. Any athlete who does not make weight

will not compete. This policy does not apply to youth division athletes.

Rationale:

Provincials is BC athletes first experience of a higher level competition and it should be treated as such. Applying this rule locally prepares athletes for the consequences of not making weight.

Provincial Championships are becoming bigger and bigger, in a normal year between 150-200 athletes. Flights and sessions are full and carefully orchestrated and athletes' attitudes towards missing weight risks them not competing with their peers, causing undue effort and hassle for the meet director(s) and scorekeeper(s).

15. EQUIPMENT

EDIT 15:01, proposed by Mehar Bhogal

Current:

15:01 Lifters may wear under their singlet a blank t-shirt, a t-shirt from any official BCPA or Nationals competition, a t-shirt with the lifter's approved active club logo, a t-shirt from an approved BCPA sponsor or another t-shirt which meets the technical specifications established by the IPF. No other t-shirt will be permitted.

Proposed:

15:01 Lifters may wear under their singlet a blank t-shirt, a t-shirt from any **BCPA, CPU, or IPF sanctioned competition**, a t-shirt with the lifter's approved active club logo, a t-shirt from an approved BCPA sponsor or another t-shirt which meets the technical specifications established by the IPF. No other t-shirt will be permitted. **Lifters may not reverse their t-shirt.**

Rationale:

- 1) T-shirt rules have caused issues to numerous referees during the weigh-in process, it is best to keep it straight forward.
- 2) Reversing the t-shirt is unprofessional and unnecessary given all competitors should not only be aware of the rules, but are also given a meet shirt.

ADD 15:02, proposed by Mehar Bhogal

Addition:

15.02 Lifters may wear any IPF Approved Singlet regardless of the Nationality listed on the Singlet.

Rationale:

This has also caused confusion for numerous referees. This clarifies that singlets, like

t-shirts, can be from any country as long as they fit approved specifications.

16. OFFICIATING

EDIT 16:01, proposed by Gabe Festing

Current:

16:01 The Officiating Chairperson will be appointed by the Directors at the first meeting of the Directors following the annual general meeting in an election year.

The Officiating Chairperson is responsible for the following: (*omitted*)

Proposed:

16:01 The Officiating ~~Chairperson~~ Committee, consisting of a minimum of one and a maximum of three individuals, will be appointed by the Directors at the first meeting following the annual general meeting in an election year. The responsibilities of the Officiating Committee include:

Rationale:

The transition to an Officiating Committee from a single chairperson enhances decision-making through diversity and distributes tasks for efficiency and reduced burnout. This collaborative approach ensures consistent, fair officiating and supports the organization's commitment to excellence in sports governance.

EDIT 16:03, proposed by Mehar Bhogal

Current:

16:03 The BCPA will use a two category referee system. Category II referees are only permitted to officiate as side referees. Category I referees may act as either Head Referee or as a side referee.

Proposed:

16:03 The BCPA will use a one category referee system. All referees are deemed as Category I and may officiate as either Chief Referee or Side Referee.

Rationale:

The BCPA struggles to have enough Chief Referees at the local level, or National Referees to help adjudicate during Provincial Championships. The use of a one category system is common amongst the majority of Provinces and solves both of these roadblocks.

EDIT 16:04, proposed by Mehar Bhogal

Current:

16:04 Qualifications for a Category II Referee are as follows:

(a) Must achieve a passing score of 90 percent or more on a Category II written examination. Qualifications for a Category I Referee are as follows: (b) Must be a Category II Referee in good standing for a period of at least 1 year. (c) Must have adjudicated at least 3 competitions and a minimum of 6 sessions. (d) Must take a Category I practical examination at a 3 lift competition with at least 20 lifters. (e) Must adjudicate at least 75 attempts, 35 of which must be squats, while serving as Chief Referee. First round attempts by each lifter will not be counted. (f) The candidate will be credited with 25 points, and observed competence by the examiner/s during equipment check, weigh in and while seated at the platform. A deduction of 0.5 (half a point/mark) will be made for any error that may contravene the technical rules. The examiner will be a Provincial Category I Referee or higher. (g) The candidate will be credited with 75 points on their decisions made at the platform as compared with those of the Jury members and not those of their fellow platform referees. The Jury will consist of one Provincial Category I referee or higher and National level referee or higher. (h) The candidate must score at least 90 percent on their total examination. This includes the 75 points on their decisions made at the platform and 25 points from performance of the necessary duties (i.e. equipment check, weigh in and platform control).

Proposed:

16:04 Qualifications for a **Category I Referee** are as follows:

(a) Must achieve a passing score of 90 percent or more on an **online or in-person** written examination.
(b) Must shadow the Chief Referee and Side Referee positions during a 3-lift competition with at least 20 lifters.

ELIMINATION OF CURRENT BYLAW 16:04 B and C

(c) Must take a practical examination at a 3 lift competition with at least 20 lifters. (d) Must adjudicate at least 75 attempts, 35 of which must be squats, while serving as Chief Referee. First round attempts by each lifter will not be counted.
(d) The candidate will be credited with 25 points, and observed competence by the examiner/s during equipment check, weigh in and while seated at the platform. A deduction of 0.5 (half a point/mark) will be made for any error that may contravene the technical rules. The examiner will be a Provincial Category I Referee or higher.
(e) The candidate will be credited with 75 points on their decisions made at the platform as compared with those of the Jury members and not those of their fellow platform referees. The Jury will consist of one Provincial Category I referee or higher and National level referee or higher.
(f) The candidate must score at least 90 percent on their total examination. This includes the 75 points on their decisions made at the platform and 25 points from performance of the necessary duties (i.e. equipment check, weigh in and platform control).

Rationale:

- 1) Online exams will help facilitate more referee exams to those individuals in the Interior or on the Island.
- 2) Shadowing provides two benefits:
 - 1) Potential applicants are given a low barrier to entry to getting a feel for the position before having to commit to studying for exams.
 - 2) Potential referees learn the intricacies of refereeing before being put in a position of power.

EDIT 16:05, proposed by Mehar Bhogal

Current:

16:05 To maintain a Category II referee status, a Provincial Referee is required to officiate a minimum of two times per year. If the Category II referee is unable to meet the minimum requirement, they will be removed from the BCPA referee roster. If, at a later date, that individual requests to become a referee again, they must write the BCPA Category II Provincial Referee Exam and achieve at least the minimum passing grade. In extenuating circumstances, the Board of Directors and the Officiating Chair may grant an exemption to this requirement.

Proposed:

16:05 To maintain **Category I** referee status, a Provincial Referee is required to officiate a minimum of **once per twelve months**. If the **Category I** Referee is unable to meet the minimum requirement, they will be removed from the BCPA Referee roster. If, at a later date, that individual requests to become a referee again, they must write the BCPA **Category I** Provincial Referee Exam and achieve at least the minimum passing grade. In extenuating circumstances, the Board of Directors and the Officiating Chair may grant an exemption to this requirement.

Rationale:

- 1) Refereeing twice per year is unfeasible for many, and limits the available roster.
- 2) Clarifying wording for what constitutes one year

REMOVE 16:06, proposed by Mehar Bhogal

Current:

16:06 To maintain a Category I referee status, a Provincial Referee is required to officiate a minimum of once per year. If a Category I referee is unable to meet this requirement, they will then be changed to a Category II referee. In extenuating circumstances, the Board of Directors and the Officiating Chair may grant an exemption to this requirement.

Proposed:

ELIMINATE ENTIRELY. REDUNDANT UNDER PROPOSED CHANGES.

ADD 16:10, proposed by Mehar Bhogal

Addition:

- 1) The Officiating Chairperson will be responsible for creating and maintaining both a written and video Lifters' Meeting guide.
 - a) Meet directors must send these guides to all athletes prior to the competition.
 - b) The Chief Referee must hold an in-person Lifters' Meeting for every session at BCPA sanctioned competitions.
 - i) The in-person Lifters' Meeting must begin thirty minutes prior to the competition starting, or after weigh-ins and equipment check are complete.
 - ii) The in-person Lifters' Meeting must not extend beyond a duration of ten minutes.

Rationale:

- 1) With the rapid growth of the sport, lifters have become increasingly ignorant to the basics of an official powerlifting competition. A guide given beforehand may serve as one way to inform lifters, in addition to an in person meeting.
- 2) Numerous competitors have complained that the meeting interferes with competitors' critical final warmup timing when delivered at an inappropriate time and/or for too long. Conducting the meeting with the specifications above bypasses these issues while still ensuring lifters keep our spotters safe, respect the volunteers, and understand the fundamentals of the competition.

Addition:

- 2) Contingent upon referee availability, referees must establish a two-person weigh-in process.
 - a) Referee one lining up lifters in order of the weigh-in sheet to the weigh-in area; verifying ID is present; and filling in weigh-in cards prior to competitors entering the weigh-in room.
 - b) Referee two recording bodyweight; assessing undergarments; verifying weigh-in card details and ID; and handing out attempt cards.

Rationale:

This system has already been implemented informally at numerous competitions but lacks formal instruction. This approach allows for a rapid weigh-in process, leading to a smoother competition (more time for the scoretable to input data, an earlier Lifters' Meeting, etc.)

Addition:

- 3) A Jury shall be established at competitions contingent upon referee ability; and meet director resources.
 - a) At the Provincial Championships, the Jury must consist of three National Referees or higher

b) At non-Provincial Champions, the Jury must consist of three Provincial Referees or higher

Rationale:

1) Although unlikely to occur at the majority of competitions due to a lack of Referees and space at smaller venues, this enables the BCPA to have a Jury as an option. 2) National referees are required at Provincials as attempts may be a National Record.

REMOVE 14:10, proposed by Mehar Bhogal

Current:

14:10 All BCPA sanctioned competitions must be adjudicated by at least one referee of Category I Provincial rank or higher at all times, with all remaining referees of Category II Provincial Rank or higher.

Proposed: ELIMINATE ENTIRELY, REDUNDANT UNDER PROPOSED CHANGES

17. QUALIFYING STANDARDS

EDIT 17:01, proposed by Jennifer Luther Thomas

17:01 Effective 2021, BCPA members wishing to compete in the BCPA Provincial Championships must, in the 24 months preceding the competition, obtain qualifying standards equivalent to or greater than the CPU Regional qualifying standard.

Lifters may compete in weight classes other than the one in which they obtained the qualifying total. Lifters must compete in the discipline (equipped or unequipped) that they acquired the qualifying total in. Qualifying attempts for single lift competition must be attained at a single lift competition or from the bench press portion of a 3 lift competition. ~~and lifters who obtain the equipped qualifying total will automatically also qualify to compete unequipped.~~

Rationale:

Making it clear that if a lifter obtains a total in either equipped / unequipped category they don't immediately qualify for the other category. Currently I believe our bylaws and qualifying standards were contradictory to the CPU.

EDIT 17:02, proposed by Jennifer Luther Thomas

Current:

17:02 In order to be eligible to compete at a CPU Regional Championships or CPU National Championships members must: (a) Fulfill any CPU requirements; (b) Obtain the relevant CPU qualifying standard at a sanctioned IPF member federation competition consisting of 5 or more lifters; (c) Compete at any CPU Provincial Championships within the 24 months preceding a

CPU Regional Championships, if the member has not previously competed at a CPU Regional or higher event; (d) If they have competed at a CPU Regional or higher event previously: (i) Compete at or volunteer at their Provincial Championships within the 12 months preceding the CPU Regional or higher event that they wish to compete in. For BCPA By-Laws Page 16 clarity, each member must compete at or volunteer at the Provincial Championships they would be eligible to compete in themselves within the 12 months preceding the CPU Regional or higher event such member wishes to compete in. The minimum obligation of volunteer time shall be determined by the Board of Directors; (ii) Acted as a meet director for a sanctioned powerlifting or bench press competition within the province of BC during the previous (12) months, or; (iii) Assisted in one (1) BCPA executive run meet as an official or other volunteer role as assigned by the meet director between the previous year's National Championships and upcoming National Championships. (iv) Assist the BCPA or one of the committees with its tasks, while not being a member of said board or committee. The minimum obligation of volunteer time and acceptance criteria for the task shall be determined by the Board of Directors. For an exemption under this section 17:02(d), a member must submit in writing a request for exemption to the Board of Directors at least fourteen days prior to the date of the BC Provincial Championships such member is scheduled to compete or volunteer at. An exemption will be granted only in extenuating circumstances and solely at the discretion of the Board of Directors. Members of the Board of Directors and committee members may be exempt from these requirements upon request.

Proposed:

17:02 In order to be eligible to compete at a CPU Regional Championships or CPU National Championships members must: (a) Fulfill any CPU requirements; (b) Obtain the relevant CPU qualifying standard at a sanctioned IPF member federation competition consisting of 5 or more lifters; (c) Compete at any CPU Provincial Championships within the 24 months preceding a CPU Regional Championships, if the member has not previously competed at a CPU Regional or higher event; (d) If they have competed at a CPU Regional or higher event previously: (i) Compete at or volunteer at their Provincial Championships within the 12 months preceding the CPU Regional or higher event that they wish to compete in. For BCPA By-Laws Page 16 clarity, each member must compete at or volunteer at the Provincial Championships they would be eligible to compete in themselves within the 12 months preceding the CPU Regional or higher event such member wishes to compete in. The minimum obligation of volunteer time shall be determined by the Board of Directors; (ii) Acted as a meet director for a sanctioned powerlifting or bench press competition within the province of BC during the previous (12) months, or; (iii) Assisted in one (1) BCPA executive run meet as an official or other volunteer role as assigned by the meet director between the previous year's National Championships and upcoming National Championships. (iv) Assist the BCPA or one of the committees with its tasks, while not being a member of said board or committee. The minimum obligation of volunteer time and acceptance criteria for the task shall be determined by the Board of Directors.

For an exemption under this section 17:02(d), a member must submit in writing a request for exemption to the Board of Directors at least fourteen days prior to the date of the registration

~~closing date of the event they are seeking an exemption for BC Provincial Championships such member is scheduled to compete or volunteer at.~~ An exemption will be granted only in extenuating circumstances and solely at the discretion of the Board of Directors. Members of the Board of Directors and committee members may be exempt from these requirements upon request.

Rationale:

Now that volunteer requirements can be met at any BCPA run meet this doesn't make sense. A lot of times lifters only look up their requirements once they become aware of them when signing up for a higher level meet, and this wouldn't apply. The onus is on the member to seek an exemption *before* registering for a competition.

Policy Proposal by the Board of Directors

Sections for policies: Remove as approved and add sections 16. Officiating, 17. Qualifying Standards, and 19. Coaching in the BCPA policies

Rationale:

Bylaws define the governing rules of the organization while policies define the day-to-day operations of the organization; this bylaw regarding records, awards and classification pertains to operations and therefore should be placed in a policy document. All policy changes will be communicated to members within four (4) weeks of the changes.

The rationale also follows the CPU's lead, who is empowered with the ability to make policies and procedures allowing the organization to regularly update policies as required, without having to wait a year to update an obsolete section for example.

In addition, many of the members who attend the AGM are not as well versed in the rules as referees need to be, and may not be best suited to vote on matters relating to officiating. Removing 'Officiating' from the bylaws into policy enables the Officiating Committee and BCPA Board to regulate each other, but also give autonomy to those individuals who are typically appointed *after* and AGM, where their hands are tied for the next year (calling an AGM may be overkill for this purpose).

For qualifying standards, the CPU calendar is constantly changing, sometimes at the last minute, which makes it hard for the BCPA to keep up when our qualifying standards are tied to the AGM cycle. There is a provision that these may be changed by the board of directors, but that then becomes confusing for athletes to find which applies to them (bylaws or an update posted somewhere else). Having one singular 'source of truth' that is easier to find and read and can be updated as necessary, will benefit BCPA members. As stipulated, any policy changes have to be communicated to the members which enables all members to be kept up-to-date on any changes to qualifying standards.

12. PENALTIES

EDIT 12:01, proposed by Shadie Bourget

Current:

12:01 Any member who is found by the Board of Directors to have contravened any of the by-laws of the Society may be subject to cancellation of his or her membership in the Society.

Proposed:

12:01 Any member who is found by the Board of Directors to have contravened any of the ~~bylaws~~ ~~by-laws~~, policies and code of conduct of the Society may be subject to cancellation of his or her membership in the Society.

Rationale:

Housekeeping. This is a blanket proposal to add the words “policies and code of conduct” after the word “bylaws”, if policies are approved, and to remove the hyphen in the word “bylaw” as it is written in the *Act*. If approved, to be corrected through the entire bylaw document. The second part of the blanket proposal is to correct the spelling from “By-Law” to “Bylaw” as written in the *Act*.

BCPA Policies

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1. OFFICIATING

1:01 The Officiating Chairperson will be appointed by the Directors at the first meeting of the Directors following the annual general meeting in an election year.

The Officiating Chairperson is responsible for the following:

- (a) Testing of provincial referees.
- (b) Maintain an up-to-date list of all provincial referees.
- (c) Maintaining regular communication with the provincial referees concerning developments which involve referees and changes to the IPF Technical Rules.
- (d) Submitting an annual report for the AGM.
- (e) Conducting at least one referee clinic for all potential and current referees annually.
- (f) Having the final authority on matters involving interpretation of the IPF Technical Rules in the BCPA, with the option of contacting the CPU Technical Committee for clarification when necessary.
- (g) Coordinate referees for all BCPA sanctioned competitions.

1:02 All BCPA Provincial Referees shall be supplied with a crest which must be sewn onto the left breast of the jacket.

1:03 The BCPA will use a two category referee system. Category II referees are only permitted to officiate as side referees. Category I referees may act as either Head Referee or as a side referee.

1:04 Qualifications for a Category II Referee are as follows:

- (a) Must achieve a passing score of 90 percent or more on a Category II written examination.

Qualifications for a Category I Referee are as follows:

- (b) Must be a Category II Referee in good standing for a period of at least 1 year.
- (c) Must have adjudicated at least 3 competitions and a minimum of 6 sessions.
- (d) Must take a Category I practical examination at a 3 lift competition with at least 20 lifters.
- (e) Must adjudicate at least 75 attempts, 35 of which must be squats, while serving as Chief Referee. First round attempts by each lifter will not be counted.
- (f) The candidate will be credited with 25 points, and observed competence by the examiner/s during equipment check, weigh in and while seated at the platform. A deduction of 0.5 (half a point/mark) will be made for any error that may contravene the technical rules. The examiner will be a Provincial Category I Referee or higher.
- (g) The candidate will be credited with 75 points on their decisions made at the platform as compared with those of the Jury members and not those of their fellow platform referees. The Jury will consist of one Provincial Category I referee or higher and National level referee or higher.

(h) The candidate must score at least 90 percent on their total examination. This includes the 75 points on their decisions made at the platform and 25 points from performance of the necessary duties (i.e. equipment check, weigh in and platform control).

1:05 To maintain a Category II referee status, a Provincial Referee is required to officiate a minimum of two times per year. If the Category II referee is unable to meet the minimum requirement, they will be removed from the BCPA referee roster. If, at a later date, that individual requests to become a referee again, they must write the BCPA Category II Provincial Referee Exam and achieve at least the minimum passing grade. In extenuating circumstances, the Board of Directors and the Officiating Chair may grant an exemption to this requirement.

1:06 To maintain a Category I referee status, a Provincial Referee is required to officiate a minimum of once per year. If a Category I referee is unable to meet this requirement, they will then be changed to a Category II referee. In extenuating circumstances, the Board of Directors and the Officiating Chair may grant an exemption to this requirement.

1:07 If the Officiating Chairperson concludes a referee requires further development and remedial work due to the following, but not limited to:

- (a) An outdated understanding of the IPF Technical Rules;
- (b) Demonstrates calls on the platform that are unreasonable or incorrect interpretations of the IPF Technical Rules;
- (c) Shows disrespect to athletes, volunteers and/or other officials;
- (d) Does not show up on time or leaves early without a prearranged agreement; and/or
- (e) Arrives unprepared for their scheduled session; the referee will be put on probation for one (1) year to allow for enough time to develop and improve any issues. The Officiating Chairperson will work to assist these referees by providing detailed debriefs (verbal or written), workshops, organized practical reviews, and any other measures deemed necessary. Should the referee complete the probationary period with improvement, the referee shall keep their status. If after the one (1) year probationary period the referee fails to improve to the BCPA standard, their status will be revoked. The revoked referee may apply to take the BCPA provincial referee process after six (6) months of the date of revocation.

1:08 Individuals who wish to referee in the BCPA and have obtained their referee status from outside of British Columbia who now reside in the province will be subject to a one (1) year probationary period. These individuals will be reviewed by the BCPA Officiating Chairperson. The probationary period will allow for enough time to evaluate the individual and assist them by providing detailed debriefs (verbal or written), workshops, organized practical reviews, and any other measures deemed necessary. Should the BCPA Officiating Chair decide that the individual's skills are satisfactory they shall be awarded their BCPA referee status. If after the one (1) year probationary period the referee fails to meet the BCPA standards, they will not be permitted to referee in the BCPA. The individual may apply to take their BCPA referee process six (6) months after the end date of their probationary period.

1:09 All referees and any members of a jury will be uniformly dressed in a referee uniform as follows:

Men:

Dark blue blazer with the applicable BCPA/CPU/IPF referee badge sewn onto the left breast. Grey trousers/dress pants with a white collared shirt and tie. The tie may be of any colour or design of the referee's choice. Any design that may be construed as offensive will not be allowed. Dress wear shoes and dark socks must be worn.

Women:

Dark blue blazer with the applicable BCPA/CPU/IPF referee badge sewn on the left breast. Grey trousers/dress pants or skirt with a white blouse or collared shirt. The option of a tie or scarf may be worn and may be of any colour or design of the referee's choice. Any design that may be construed as offensive will not be allowed. Dress wear shoes are to be worn. Sandals are not allowed.

All new BCPA referees will be reimbursed for the purchase of the referee uniform (or a portion of) to a maximum of \$200.

All non-competing referees will be given the option to purchase a CPU Referee Membership at no cost. All referees that still compete will be given the option to purchase a BCPA membership at no cost but will still be required to purchase a CPU membership and must officiate at least one full session per membership year. Failing that, the referee must reimburse the BCPA the full cost of the BCPA membership at the time of it was issued.

2. QUALIFYING STANDARDS

2:01 Effective 2021, BCPA members wishing to compete in a BCPA Provincial Championships must, in the 24 months preceding the competition, obtain qualifying standards equivalent to or greater than the CPU Regional qualifying standard.

Lifters may compete in weight classes other than the one in which they obtained the qualifying total, and lifters who obtain the equipped qualifying total will automatically also qualify to compete unequipped.

2:02 In order to be eligible to compete at a CPU Regional Championships or CPU National Championships members must:

- (a) Fulfill any CPU requirements;
- (b) Obtain the relevant CPU qualifying standard at a sanctioned IPF member federation competition consisting of 5 or more lifters;

(c) Compete at any CPU Provincial Championships within the 24 months preceding a CPU Regional Championships, if the member has not previously competed at a CPU Regional or higher event;

(d) If they have competed at a CPU Regional or higher event previously:

(i) Compete at or volunteer at their Provincial Championships within the 12 months preceding the CPU Regional or higher event that they wish to compete in. For clarity, each member must compete at or volunteer at the Provincial Championships they would be eligible to compete in themselves within the 12 months preceding the CPU Regional or higher event such member wishes to compete in. The minimum obligation of volunteer time shall be determined by the Board of Directors;

(ii) Acted as a meet director for a sanctioned powerlifting or bench press competition within the province of BC during the previous (12) months, or;

(iii) Assisted in one (1) BCPA executive run meet as an official or other volunteer role as assigned by the meet director between the previous year's National Championships and upcoming National Championships.

(iv) Assist the BCPA or one of the committees with it's tasks, while not being a member of said board or committee. The minimum obligation of volunteer time and acceptance criteria for the task shall be determined by the Board of Directors.

For an exemption under this section 17:02(d), a member must submit in writing a request for exemption to the Board of Directors at least fourteen days prior to the date of the BC Provincial Championships such member is scheduled to compete or volunteer at. An exemption will be granted only in extenuating circumstances and solely at the discretion of the Board of Directors. Members of the Board of Directors and committee members may be exempt from these requirements upon request.

2:03 In extenuating circumstances, qualifying standards may be adjusted or removed at the discretion of the Board of Directors.

3. COACHING

3:01 At all National or Regional competitions, the appointed Team BC coaches will have the final say as to the lifters' attempts. The lifters may make suggestions only. The lifters must be made aware of this situation.

3:02 Appointed Team BC Coaches of BCPA Provincial teams at National or Regional competitions shall be eligible for reimbursement of up to 100% of their travel and accommodation expenses, subject to availability of funding from the Society.

BCPA CODE OF CONDUCT AND ETHICS POLICY

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DEFINITIONS

For the purposes of these documents, the following terms will be defined:

Days – Days irrespective of weekends and holidays.

Individuals – All categories of membership defined in the BCPA Bylaws and BCPA Policies and Procedures, as well as all individuals engaged in activities with the BCPA including, but not limited to: athletes, coaches, conveners, referees, officials, volunteers, administrators, committee members, Directors and Officers of the BCPA, spectators at events, and parents/guardians of athletes.

Representative - All individuals employed by, or engaged in activities on behalf of, the BCPA. Representatives include but are not limited to, staff, administrators, Directors and Officers of the BCPA, committee members, and volunteers.

Social media – The catch-all term that is applied broadly to new computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr, Snap Chap, TikTok and Twitter.

UCCMS - Universal Code of Conduct to Prevent and Address Maltreatment in Sport.

Workplace - Any place where BCPA business or related activities are conducted. Workplaces include but are not limited to, work-related social functions, BCPA and affiliate events, work-related travel, and work-related conferences or training sessions. Activities include but are not limited to, BCPA and affiliate events, meetings of members or related social functions.

CODE OF CONDUCT AND ETHICS

PURPOSE

1. The purpose of this Code is to ensure a safe and positive environment (within the BCPA's programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the BCPA's core values. The BCPA supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect. The BCPA maintains the position that all people have the right to frequent an environment that is free of discrimination or harassment based on a person's age, sex, race, ethnicity, religion, or sexual orientation.

APPLICATION OF THIS CODE

2. This Code applies to Individuals' conduct during the BCPA's business, activities, and events including, but not limited to, competitions, practices, training camps, travel associated with the BCPA's activities and any meetings.
3. An Individual who violates this Code may be subject to sanctions pursuant to the BCPA's Discipline and Complaints Policy. In addition to facing possible sanction pursuant to the BCPA's Discipline and Complaints Policy, an Individual who violates this Code during a competition may be removed from the competition, the official may delay the competition until the Individual complies with the removal, and the Individual may be subject to any additional discipline associated with the particular competition.
4. A director or officer of the BCPA found to have engaged in any act that is a potential violation of UCCMS against any other director or officer, worker, contractor, member, customer, supplier, or other third parties while conducting BCPA business, or at any BCPA or affiliate event, will be subject to appropriate disciplinary action as determined by the board.
5. This Code also applies to Individuals' conduct outside of the BCPA's business, activities, and events when such conduct adversely affects relationships within the BCPA (and its work and sport environment) and is detrimental to the image and reputation of the BCPA. Such applicability will be determined by ITP in consultation with the BCPA.

RESPONSIBILITIES

6. Individuals have a responsibility to:
 - a. Maintain and enhance the dignity and self-esteem of the BCPA members and other individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members

- iii. Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct
 - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
 - v. Consistently treating individuals fairly and reasonably
 - vi. Ensuring adherence to the rules of the sport and the spirit of those rules
- b. Comply, at all times, with the UCCMS
- c. Refrain from any behaviour that constitutes psychological maltreatment which includes, without limitation, verbal conduct, non-assaultive physical conduct, conduct that denies attention or support, and/or a person in authority's pattern of deliberate non-contact behaviours that have the potential to cause harm. Types of behaviour that constitute psychological maltreatment include, but are not limited to:
 - i. Written or verbal abuse, threats, or outbursts
 - ii. The display of visual material which is offensive or which one ought to know is offensive in the circumstances
 - iii. Unwelcome remarks, jokes, comments, innuendo, or taunts
 - iv. Leering or other suggestive or obscene gestures
 - v. Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
 - vi. Practical jokes that cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance
 - vii. Any form of hazing where hazing is defined as "Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior teammate, which does not contribute to either athlete positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate based on class, number of years on the team, or athletic ability."
 - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - ix. Unwelcome sexual flirtations, advances, requests, or invitations
 - x. Physical or sexual assault
 - xi. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
 - xii. Retaliation or threats of retaliation against an individual who reports harassment to the CPU
- d. Refrain from any behaviour that constitutes sexual maltreatment. Types of behaviour that constitute sexual maltreatment include, but are not limited to:
 - i. Sexist jokes
 - ii. Display of sexually offensive material
 - iii. Sexually degrading words used to describe a person
 - iv. Inquiries or comments about a person's sex life
 - v. Unwelcome sexual flirtations, advances, or propositions
 - vi. Persistent unwanted contact
 - vii. Any other such behaviour that is outlined in UCCMS
- e. Physical maltreatment

- f. Neglect
- g. Grooming
- h. Boundary transgression
- i. Discrimination
- j. Subjecting a participant to the risk of maltreatment
- k. Aiding and abetting
- l. Failure to report
- m. Intentionally reporting a false allegation
- n. Interference with or manipulation of the process
- o. Retaliation
- p. Refrain from consuming illegal recreational drugs while participating in BCPA programs, activities, competitions, or events
- q. Take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with the BCPA's events
- r. Respect the property of others and not willfully cause damage
- s. Promote the sport in the most constructive and positive manner possible
- t. Adhere to all federal, provincial, municipal, and host country laws
- u. Comply at all times with the BCPA's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

BOARD/COMMITTEE MEMBERS AND STAFF

7. In addition to section 7 (above), the BCPA's Directors, Committee Members, and Staff will have additional responsibilities to:
 - a. Function primarily as a member of the board and/or committee(s) of the BCPA; not as a member of any other particular member or constituency
 - b. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the BCPA's business and the maintenance of Individuals' confidence
 - c. Ensure that the BCPA's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
 - d. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the BCPA
 - e. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
 - f. Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others
 - g. Keep informed about the BCPA's activities, the national and provincial sport communities, and general trends in the sectors in which they operate
 - h. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the BCPA is incorporated
 - i. Respect the confidentiality appropriate to issues of a sensitive nature
 - j. Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight
 - k. Respect the decisions of the majority and resign if unable to do so
 - l. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
 - m. Have a thorough knowledge and understanding of all the BCPA's governance documents

- n. Conform to the bylaws and policies approved by the BCPA, in particular this Code of Conduct and Ethics

OFFICIALS

- 8. In addition to section 7 (above), officials will have additional responsibilities to:
 - a. Maintain and update their knowledge of the rules and rules changes
 - b. Work within the boundaries of their position's description while supporting the work of other officials
 - c. Act as an ambassador of the BCPA by agreeing to enforce and abide by national and provincial rules and regulations
 - d. Take ownership of actions and decisions made while officiating
 - e. Respect the rights, dignity, and worth of all individuals
 - f. Not publicly criticize other officials
 - g. Assist with the development of less-experienced officials
 - h. Conduct themselves openly, impartially, professionally, lawfully, and in good faith in the best interests of the BCPA, athletes, coaches, other officials, and parents
 - i. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
 - j. Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals
 - k. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time
 - l. When writing reports, set out the true facts and not attempt to justify any decisions
 - m. Dress in proper attire for officiating

ANTI-DOPING

- 9. Every athlete and other person participating in the sport shall reasonably cooperate with the Canadian Centre for Ethics in Sport (CCES) or another anti-doping organization investigating anti-doping rule violations and a failure to do so may be the basis for disciplinary action within the sport.



British Columbia Powerlifting Association 2023 Annual General Meeting Minutes

Saturday, February 4 2023, 11:00 am
Zoom Videoconference

1. Meeting Call to Order.

1.1. Establishment of Quorum; 37 present.

A meeting notice was sent to the members 14 days prior to the meeting date, in compliance with the requirements of BCPA's Bylaws. BCPA President Jennifer Luther Thomas passed the chairperson position to Graeme Gerlach to preside at the Annual General Meeting. Graeme Gerlach confirms that quorum is reached (5% of membership, which represents 32 members); there are 37 members present in total online. The meeting is called to order at 11:02 am.

1.2. Review and Approval of Agenda as amended.

Jennifer mentions that there have been amendments to the agenda. First, the Registrar's report has been added. Second, one of Bette Festing's proposals had an error and has been corrected. Third, a proposal was listed in the incorrect section and has been moved from Section 4 to Section 14.

Gabe Festing notes that his proposal 4.28 being lifted off the table from the 2018 AGM was lumped in with the new proposals, but it should have been put in its own section under old business and should be talked about before New Business.

The Agenda is approved and voted in as amended. Majority vote of 22.

2. Review and approval of previous AGM minutes from February 5, 2022.

The Chairperson asked if there are any questions or corrections to make to the 2022 AGM Minutes. None were observed.

Proposed by: Graeme Gerlach

Seconded by: Gabe Festing

Vote: Majority (27)

3. Officers' Reports.

All reports were sent electronically and in advance with the AGM package, to give members the chance to review and ask questions during the AGM. The President, Treasurer and Registrar's reports were read. All reports can be found in Annex A.

- 3.1. **Jennifer Luther Thomas, President.** Overview of the 2022 year for the BPCA.
- 3.2. **Dennis Leong, Treasurer.** Overview of the 2022 BCPA expenditures and revenues.
- 3.3. **Justin Schubert, Registrar.** Overview of the 2022 BCPA membership.

4. Old Business.

<p><u>4. DIRECTORS AND OFFICERS (ADDITION 4:28)</u></p> <p>Originally proposed from 2018:</p> <p>4:28 Officers of the Society may be removed from the Board if they fail to attend at least 70% of the meetings of the Board of Directors.</p> <p>Lift off the table and amended:</p> <p>4:28 Officers of the Society may be removed from the Board of Directors by two-third (2/3) resolution of the Board if they fail to attend at least 50% of the meetings of the Board of Directors over the course of 6 months and for failure to fulfill the duties and responsibilities of the position. This may not apply in the event it will reduce the number of Board of Directors to less than four.</p> <p>Friendly amendment proposed by Bette Festing: to add "or for failure to fulfill duties and responsibilities of the position".</p> <p>Friendly amendment proposed by Graeme Gerlach: to add "over the course of 6 months".</p>	<p>Proposed by: Gabe Festing</p> <p>Seconded by: Bette Festing</p> <p>Motion not passed by majority</p> <p>11 in favour, 26 opposed</p>
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5. New Business.

5.1. Bylaw Amendments.

<p><u>1. GENERAL PROVISIONS (ADD 1:01 to 1:06)</u></p> <p>Proposed:</p> <p>1:01 Purpose - These Bylaws relate to the general conduct of the affairs of the Society, the British Columbia Powerlifting Association ("BCPA").</p> <p>1:02 Definitions - The following terms have these meanings in these Bylaws:</p>	<p>Proposed by: Shadie Bourget</p> <p>Proposition to table for further review,</p>
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<p>a) Act - The <i>British Columbia Societies Act</i>, SBC 2015, c18.</p> <p>b) Annual Meeting - The annual meeting of the Members.</p> <p>c) Auditor - A public accountant as defined in the <i>Act</i>, appointed by the Members by Ordinary Resolution at the Annual Meeting to audit the books, account, and records of the Society for a report to the Members at the next Annual Meeting, if required.</p> <p>d) Board - The Board of Directors of the Society.</p> <p>e) Bylaws - Bylaws that contain provisions respecting the internal affairs of the, as described in section 11 of the <i>Act</i>.</p> <p>f) Days - Days, including weekends and holidays.</p> <p>g) Director - An individual elected or appointed to serve on the Board of Directors pursuant to these Bylaws.</p> <p>h) Majority (or simple majority) - Voting requirements of more than half of the votes.</p> <p>i) Member - Individuals meeting the definition of Members that are admitted as Members of the Society under these Bylaws.</p> <p>j) Officer - An individual elected or appointed to serve as an Officer of the Society pursuant to these Bylaws.</p> <p>k) Ordinary Resolution -</p> <p>i) a resolution passed at a general meeting by a simple majority of the votes cast by the voting members, whether cast personally or by proxy;</p> <p>ii) a resolution consented to in writing, after being sent to all of the voting members,</p> <p>by at least 2/3 of the voting members;</p> <p>iii) if the bylaws authorize indirect or delegate voting or voting by mail or another means of communication, including by fax, email or other electronic means, a resolution passed by a simple majority of the votes cast, in accordance with the bylaws, on the resolution</p> <p>l) Regulations - Regulations made under the <i>Act</i>, as amended, restated or in effect from time to time.</p> <p>m) Society - The British Columbia Powerlifting Association, a society that is incorporated,</p> <p>amalgamated, continued or converted under the <i>Act</i></p> <p>n) Special Resolution - A resolution passed by majority of not less than two-thirds (2/3) of the votes cast on that resolution.</p> <p>i) a resolution passed at a general meeting by at least 2/3 of the votes cast by the voting members, whether cast personally or by proxy;</p> <p>ii) a resolution consented to in writing by all of the voting members;</p> <p>iii) if the bylaws authorize indirect or delegate voting or voting by mail or another means of communication, including by fax, email or other electronic means, a resolution passed by at least 2/3 of the votes cast, in accordance with the bylaws, on the resolution;</p> <p>1:03 Registered Office - The Registered Office of the BCPA will be located in the province of British Columbia at such address as the Board may determine.</p> <p>1:04 Ruling on Bylaws - Except as provided in the Act, the Board will have the authority to interpret any provision of these Bylaws that is contradictory,</p>	<p>proposed by: Gabe Festing</p> <p>Seconded by: Bette Festing</p> <p>Motion tabled</p> <p>24 in favour 1 opposed 2 abstain</p>
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<p>ambiguous or unclear, provided such interpretation is consistent with the objectives, mission, vision and values of the BCPA.</p> <p>1:05 Conduct of Meetings - Unless otherwise specified in the Act or these Bylaws, meetings of members and meetings of the Board will be conducted according to the current edition of the <i>Robert's Rules of Order</i>.</p> <p>1:06 Interpretation - Words importing the singular will include the plural and vice versa; words importing the masculine will include the feminine and vice versa; and words importing persons will include bodies corporate. Words importing an organization name, title, or program, will include any successor organizational name, title or program.</p>	
<p><u>4. DIRECTORS AND OFFICERS (EDIT 4:03)</u></p> <p>Current:</p> <p>4:03 All Directors of the Society must be BCPA/CPU members in good standing at the time of the election. Eligibility to become a director: (a) Any individual, who is eighteen (18) years of age or older, who is a resident of Canada. (b) A BCPA member in good standing for greater than two years.</p> <p>Proposed:</p> <p>4:03 The Officers of the Society shall be elected by the Directors from among All Directors of the Society must be BCPA/CPU members in good standing at the time of the election. Eligibility to become a director: (a) Any individual, who is eighteen (18) years of age or older, who is a resident of Canada. (b) A current BCPA member in good standing for greater than two years. (c) Any individual who has been actively involved in BCPA powerlifting for one (1) year or more, either as an athlete, coach, meet director, or frequent volunteer (more than 3 sessions per year).</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed by majority</p> <p>24 in favour 1 opposed 12 abstain</p>
<p><u>4. DIRECTORS AND OFFICERS (EDIT 4:04)</u></p> <p>Current:</p> <p>4:04 Any vacancy in the Directors may be filled by appointment by the Directors. Meetings of the Directors may be called by the President, two or more members of the Directors, or by two or more members.</p> <p>Proposed:</p> <p>4:04 Any vacancy in the Directors may be filled by appointment by the Directors until the next Annual General Meeting. An Interim Director shall not</p>	<p>Proposed by: Gabe Festing</p> <p>Seconded by: Bette Festing</p> <p>Motion passed by majority with friendly amendment</p> <p>23 in favour</p>

<p>possess the voting power of an elected Director but shall be limited to the administration of the duties and powers outlined in Section 4.19. 4.20, 4.21, 4.22 and 4.23 pertaining to their respective roles. Notice of any vacancies on the existing Board of Directors shall be given to every member by way of e-mail or notice on the Society's webpage and/or social media outlets. The Board of Directors will have seven (7) days to receive any eligible candidates as outlined in section 4:03. Thereafter a suitable candidate shall be chosen by the Board of Directors.</p> <p>Friendly amendment proposed by Bette Festing: to combine this proposal with her 4:04 proposal; "Notice of any vacancies on the existing Board of Directors shall be given to every member by way of e-mail or notice on the Society's webpage and/or social media outlets. The Board of Directors will have seven (7) days to receive any eligible candidates as outlined in section 4:03. Thereafter a suitable candidate shall be chosen by the Board of Directors." Approved by Gabe Festing.</p>	<p>0 opposed 14 abstain</p>
<p><u>4. DIRECTORS AND OFFICERS (ADDITION 4:05)</u></p> <p>Addition:</p> <p>4.05 Meetings of the Directors may be called by the President, two or more members of the Directors, or by two or more members.</p> <p>All subsections will be renumbered following this addition.</p>	<p>Proposed by: Gabe Festing</p> <p>Seconded by: Bette Festing and Dennis</p> <p>Motion passed by majority</p> <p>26 in favour 0 opposed 11 abstain</p>
<p><u>4. DIRECTORS AND OFFICERS (ADDITION 4:05d)</u></p> <p>Current:</p> <p>4:05 Nominations – any nomination of an individual for election as a Director will:</p> <ul style="list-style-type: none"> (a) Include the written consent of the nominee by signed or electronic signature; (b) Comply with the requirements defined in section 4:03; and (c) Be submitted to the BCPA Secretary seven (7) days prior to the annual general meeting. This timeline may be extended by Ordinary Resolution of the Board of Directors. <p>Proposed:</p> <p>4:05 Nominations – any nomination of an individual for election as a Director will:</p> <ul style="list-style-type: none"> (a) Include the written consent of the nominee by signed or electronic signature; 	<p>Proposed by: Jennifer Luther Thomas</p> <p>Seconded by: Gabe Festing</p> <p>Motion passed by majority</p> <p>27 in favour 0 opposed 10 abstain</p>

<p>(b) Comply with the requirements defined in section 4:03; and (c) Be submitted to the BCPA Secretary seven (7) days prior to the annual general meeting. This timeline may be extended by Ordinary Resolution of the Board of Directors.; and (d) Include a personal statement that should: i) demonstrate that the nominee meets the requirements defined in 4:03, ii) describe the nominee's motivations for joining the board as a Director, iii) brief history of the nominee's involvement in powerlifting, iv) list any skills or experience that may be valuable to the Board of Directors.</p>	
<p><u>4. DIRECTORS AND OFFICERS (EDIT 4:10)</u></p> <p>Current:</p> <p>4:10 The management and the administration of the affairs of the Society shall be vested in the Directors. In addition to the powers and authority given by the by-laws or otherwise expressly confirmed upon them, the Directors may exercise all such powers of the Society and do all such acts of its behalf as are not by the Societies Act or any of these by-laws required to be exercised or done by the Society at a general or special meeting and the Directors shall have full power to make such rules and regulations as they deem necessary, provided that such rules and regulations are not inconsistent with the Constitution and these By-Laws.</p> <p>Proposed:</p> <p>4:10 The management and the administration of the affairs of the Society shall be vested in the Directors. In addition to the powers and authority given by the by-laws By-Laws or otherwise expressly confirmed conferred upon them, the Directors may exercise all such powers of the Society and do all such acts of its behalf as are not by the Societies Act or any of these by-laws By-Laws required to be exercised or done by the Society at a general or special meeting and the Directors shall have full power to make such policies, rules and regulations as they deem necessary, provided that such rules and regulations are not inconsistent with the Constitution and these By-Laws.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Seconded by: Dennis Leong</p> <p>Motion not passed</p> <p>16 in favour 12 opposed 9 abstain</p>
<p><u>4. DIRECTORS AND OFFICERS (ADDITION 4:11)</u></p> <p>Addition:</p> <p>4:11 Any Policies, Rules or Regulations created or updated by the Directors shall be communicated to the Members promptly (within 4 weeks) and made available on the BCPA website. Any changes to Policies, Rules or Regulations do not take effect until 14 days after issuance of notice.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Motion withdrawn</p>

<p><u>4. DIRECTORS AND OFFICERS (EDIT 4:20)</u></p> <p>Current:</p> <p>4:20 The Treasurer shall be custodian of the funds of the Society and subject to the control of the Board of Directors shall pay any and all bills and also make available to the annual meeting an accounting of all moneys of the Society. The Treasurer with the President, or in the absence of the President with such other member officer as may be designated by the Directors, may co- sign all cheques drawn on the funds of the Society.</p> <p>Proposed:</p> <p>4:20 The Treasurer shall be custodian of the funds of the Society and subject to the control of the Board of Directors shall pay any and all bills and also make available to the annual meeting an accounting of all moneys of the Society. The Treasurer with the President, or in the absence of the President with such other member officer as may be designated by the Directors, may co- sign, may, in the absence of the President, sign all cheques drawn on the funds of the Society.</p>	<p>Proposed by: Dennis Leong</p> <p>Seconded by: Cody Weeks</p> <p>Motion not passed</p> <p>10 in favour 14 opposed 13 abstain</p>
<p><u>4. DIRECTORS AND OFFICERS (EDIT 4:26)</u></p> <p>Current:</p> <p>4:26 Should an Officer choose to host a BCPA organized and run competition, that Officer will be entitled to a \$500 stipend based on available funds.</p> <p>Proposed:</p> <p>4:26 Should a Director or Directors (maximum 2) choose to host a BCPA organized and run competition, each Director(s) will be entitled up to a \$500 + \$250 per additional day stipend based on available funds. A two-day competition would allow an officer a maximum stipend of \$750, based on available funds.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed by majority</p> <p>27 in favour 1 opposed 9 abstain</p>
<p><u>4. DIRECTORS AND OFFICERS (EDIT 4:27)</u></p> <p>Current:</p> <p>4:27 Officers of the Society may be removed as Officers by a majority vote of the Directors. Officers so removed shall remain members of the Board of Directors.</p> <p>Proposed:</p> <p>4:27 Officers of the Society may be removed as Officers by at least 2/3 vote of the Directors if absent from three (3) consecutive meetings or for failure to</p>	<p>Proposed by: Shadie Bourget</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed by majority</p> <p>25 in favour 0 opposed 12 abstain</p>

<p>fulfill duties and responsibilities of the position. Officer so removed shall be removed as a Director. remain members of the Board of Directors.</p> <p>Friendly amendment proposed by Gabe Festing: addition of 'at least 2/3 vote' and remove 'majority', accepted by Shadie Bourget.</p>	
<p><u>4. DIRECTORS AND OFFICERS (EDIT 4:28)</u></p> <p>Current:</p> <p>4:28 Officers of the Society may be removed from the Board if they fail to attend at least 70% of the meetings of the Board of Directors.</p> <p>Proposed:</p> <p>4:28 Officers of the Society may be removed from the Board of Directors by $\frac{2}{3}$ resolution of the Board if they fail to attend at least 50% of the meetings of the Board of Directors. This may not apply in the event it will reduce the number of Board of Directors to less than four.</p>	<p>Proposed by: Gabe Festing</p> <p>Motion skipped as it voted on under old business</p>
<p><u>10. ALTERING BYLAWS (EDIT 10:01)</u></p> <p>Current:</p> <p>10:01 The bylaws of the Society may be amended at any general, special or annual meeting of the Society by a special resolution adopted by three-quarters majority vote of the members of the Society present at any special or annual meeting.</p> <p>Proposed:</p> <p>10:01 The bylaws of the Society may be amended at any general, special or annual, meeting of the Society by a special resolution adopted by three-quarters at least two-third (2/3) majority vote of the members of the Society present at any special or annual meeting.</p> <p>Friendly amendment proposed by Gabe Festing to remove the word 'majority'. Friendly amendment proposed by Cody Weeks to include the wording 'at least two-third vote'. Both accepted by Shadie Bourget.</p>	<p>Proposed by: Shadie Bourget</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed by majority</p> <p>27 in favour 0 opposed 10 abstain</p>
<p><u>12. PENALTIES (EDIT 12:01)</u></p> <p>Current:</p> <p>12:01 Any member who is found by the Board of Directors to have contravened any of the bylaws of the Society may be subject to cancellation of his or her membership in the Society.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Motion withdrawn</p>

<p>Proposed:</p> <p>12:01 Any member who is found by the Board of Directors to have contravened any of the by-laws bylaws, policies, rules, or regulations of the Society may be subject to cancellation of their membership in the Society.</p>	
<p><u>13. RECORDS, AWARDS AND CLASSIFICATIONS (Remove 13)</u></p> <p>Remove 13 to become a policy.</p>	<p>Proposed by: Shadie Bourget</p> <p>Motion withdrawn</p>
<p><u>14. COMPETITIONS (ADDITION 14:03 and 14:04)</u></p> <p>Current:</p> <p>14:03 Bids to host a sanctioned Society competition must be in writing, clearly stated, and signed by the submitting individual(s). All bids to host a Provincial Championships shall be presented for consideration to the President of the Society by November 30 of the preceding year. All bids must be accompanied by a payment in the amount of \$500.00 as a Pro-Forma Bond, which will be returned to the bidding individual(s) if all conditions of the competition bid have been met. If all conditions are not met, then the payment will be used by the Society to cover any costs it incurs to fix the problem.</p> <p>14:04 Where permission to host a BCPA sanctioned competition is granted, the bidding individual(s) shall pay to the Society a sanction fee in an amount to be determined by the Board of Directors.</p> <p>Addition:</p> <p>14:05 If a competition is postponed, delayed, or fails to operate within a reasonable standard due to faulty or damaged equipment provided by the society, the meet director will not be subject to the sanctioning fee.</p>	<p>Proposed by: Gabe Festing</p> <p>Seconded by: Tim Branch</p> <p>Motion not passed</p> <p>7 in favour 12 opposed 18 abstain</p>
<p><u>14. COMPETITIONS (EDIT 14:03)</u></p> <p>Current:</p> <p>14:03 Bids to host a sanctioned Society competition must be in writing, clearly stated, and signed by the submitting individual(s). All bids to host a Provincial Championships shall be presented for consideration to the President of the Society by November 30 of the preceding year. All bids must be accompanied by a payment in the amount of \$500.00 as a Pro-Forma Bond, which will be returned to the bidding individual(s) if all conditions of the competition bid have been met. If all conditions are not met, then the payment will be used by the Society to cover any costs it incurs to fix the problem.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Motion tabled</p>

<p>Proposed:</p> <p>14:03 Bids to host a sanctioned Society competition must be in writing, clearly stated, and signed by the submitting individual(s). All bids to host a Provincial Championships shall be presented for consideration to the President of the Society by November 30 of the preceding year. All bids must be accompanied by a payment in the amount of \$500.00 as a Pro-Forma Bond, which will be returned to the bidding individual(s) if all conditions of the competition bid have been met. If all conditions are not met, then the payment will be used by the Society to cover any costs it incurs to fix the problem.</p> <p>Gabe Festing proposed to table this until the next Annual General Meeting to adjust wording of 'Provincial Championships' to 'Sanctioned Society Competition'. Jennifer Luther Thomas accepted to table the motion.</p>	
<p><u>14. COMPETITIONS (ADDITION of 14:05)</u></p> <p>Addition:</p> <p>14:05 All competing athletes are subject to a CPU doping control fee which will be collected by the competition meet director. The total of which will be due and payable to the BCPA no later than 3 weeks before the contest date.</p> <p>All subsequent by-laws under 14 are to be renumbered.</p>	<p>Proposed by: Gabe Festing</p> <p>Seconded by: Bette Festing</p> <p>Motion passed by majority</p> <p>25 in favour 0 opposed 12 abstain</p>
<p><u>14. COMPETITIONS (ADDITION of 14:10)</u></p> <p>Addition:</p> <p>14:10 The competition names and events: "Winter Open", "Summer Open", "Fall Classic", "Provincial Powerlifting and Bench Press Championships" are reserved for use by the Society. If any individual(s) submit a bid to host a sanctioned Society competition or Provincial Championships, the Society shall request that the submitting individual(s) should change the name of their contest. Should the Board of Directors decide that they are unable to host any of the reserved competitions they may allow individual(s) to submit proposals to host one of these competitions.</p> <p>Gabe Festing proposed this motion to be tabled and rewritten. Jennifer Luther Thomas agreed to table the motion.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Motion tabled</p>
<p><u>14. COMPETITIONS (REMOVAL of Section 14)</u></p> <p>Remove Section 14 - Competitions and turn it into a policy</p>	<p>Proposed by: Jennifer Luther Thomas</p>

	Motion withdrawn
<u>15. EQUIPMENT (REMOVAL of Section 15)</u> Remove Section 15 - Equipment and turn it into a policy	Proposed by: Jennifer Luther Thomas Motion withdrawn
<u>16. OFFICIATING (EDIT 16:01)</u> Current: 16:01 The Officiating Chairperson will be appointed by the Directors at the first meeting of the Directors following the annual general meeting in an election year. The Officiating Chairperson is responsible for the following: <ul style="list-style-type: none"> (a) Testing of provincial referees. (b) Maintain an up-to-date list of all provincial referees. (c) Maintaining regular communication with the provincial referees concerning developments which involve referees and changes to the IPF Technical Rules. (d) Submitting an annual report for the AGM. (e) Conducting at least one referee clinic for all potential and current referees annually. (f) Having the final authority on matters involving interpretation of the IPF Technical Rules in the BCPA, with the option of contacting the CPU Officiating Chairperson for clarification when necessary. (g) Coordinate referees for all BCPA sanctioned competitions. Proposed: 16:01 The Officiating Chairperson will be appointed by the Directors at the first meeting of the Directors following the annual general meeting in an election year. The Officiating Chairperson is responsible for the following: <ul style="list-style-type: none"> (a) Testing of provincial referees. (b) Maintain an up-to-date list of all provincial referees. (c) Maintaining regular communication with the provincial referees concerning developments which involve referees and changes to the IPF Technical Rules. (d) Submitting an annual report for the AGM. (e) Conducting at least one referee clinic for all potential and current referees annually. (f) Having the final authority on matters involving interpretation of the IPF Technical Rules in the BCPA, with the option of contacting the 	Proposed by: Bette Festing Seconded by: Gabe Festing Motion passed by majority 24 in favour 0 opposed 13 abstain

<p>CPU Officiating Chairperson Technical Committee for clarification when necessary. (g) Coordinate referees for all BCPA sanctioned competitions.</p>	
<p><u>16. OFFICIATING (EDIT 16:01)</u></p> <p>Current:</p> <p>16:01 The Officiating Chairperson will be appointed by the Directors at the first meeting of the Directors following the annual general meeting in an election year.</p> <p>The Officiating Chairperson is responsible for the following:</p> <ul style="list-style-type: none"> (a) Testing of provincial referees. (b) Maintain an up-to-date list of all provincial referees. (c) Maintaining regular communication with the provincial referees concerning developments which involve referees and changes to the IPF Technical Rules. (d) Submitting an annual report for the AGM. (e) Conducting at least one referee clinic for all potential and current referees annually. (f) Having the final authority on matters involving interpretation of the IPF Technical Rules in the BCPA, with the option of contacting the CPU Officiating Chairperson for clarification when necessary. (g) Coordinate referees for all BCPA sanctioned competitions. <p>Remove:</p> <p>(f) Having the final authority on matters involving interpretation of the IPF Technical Rules in the BCPA, with the option of contacting the CPU Officiating Chairperson for clarification when necessary.</p>	<p>Proposed by: Bill You</p> <p>Seconded by: Brian Rock</p> <p>Motion not passed</p> <p>3 in favour 13 opposed 21 abstain</p>
<p><u>16. OFFICIATING (EDIT 16:02)</u></p> <p>Current:</p> <p>16:02 All BCPA Provincial Referees shall be supplied with a referee's card, and a crest which must be sewn onto the left breast of the jacket.</p> <p>Proposed:</p> <p>16:02 All BCPA Provincial Referees shall be supplied with a referee's card, and a crest which must be sewn onto the left breast of the jacket.</p>	<p>Proposed by: Bette Festing</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed by majority</p> <p>22 in favour 0 opposed 15 abstain</p>
<p><u>16. OFFICIATING (EDIT 16:03)</u></p> <p>Current:</p>	<p>Proposed by: Bette Festing</p> <p>Seconded by:</p>

<p>16:03 BC will use a two category referee system. Category II referees are only permitted to referee as side referees. Category I referees may act as either Head Referee or as a side referee.</p> <p>Proposed:</p> <p>16:03 The BCPA BC will use a two category referee system. Category II referees are only permitted to referee officiate as side referees. Category I referees may act as either Head Referee or as a side referee.</p>	<p>Renae Witzaney</p> <p>Motion passed by majority</p>
<p><u>16. OFFICIATING (EDIT 16:04e)</u></p> <p>Current:</p> <p>16:04 e) Must adjudicate at least 75 attempts, 35 of which must be squats, while serving as Chief Referee. First round attempts by each lifter will not be counted.</p> <p>Proposed:</p> <p>16:04 e) Must adjudicate at least 75 attempts, 35 of which must be squats, while serving as Chief Referee. First round attempts by lifters will count.</p>	<p>Proposed by: Bill You</p> <p>Seconded by: Brian Rock</p> <p>Motion withdrawn</p>
<p><u>16. OFFICIATING (EDIT 16:05)</u></p> <p>Current:</p> <p>16:05 To maintain a Category II referee status, a Provincial Referee is required to referee a minimum of two times per year. In extenuating circumstances, the Board of Directors may grant an exemption to this requirement.</p> <p>Proposed:</p> <p>16:05 To maintain a Category II referee status, a Provincial Referee is required to referee officiate a minimum of two times per year. If the Category II referee is unable to meet the minimum requirement, they will be removed from the BCPA referee roster. If, at a later date, that individual requests to become a referee again, they must write the BCPA Category II Provincial Referee Exam and achieve at least the minimum passing grade. In extenuating circumstances, the Board of Directors and the Officiating Chair may grant an exemption to this requirement.</p>	<p>Proposed by: Bette Festing</p> <p>Seconded by: Gabe Festing</p> <p>Motion passed by majority</p> <p>20 in favour 0 opposed 17 abstain</p>
<p><u>16. OFFICIATING (EDIT 16:06)</u></p> <p>Current:</p> <p>16:06 To maintain a Category I referee status, a Provincial Referee is required to referee a minimum of once per year. If a Category I referee is</p>	<p>Proposed by: Bette Festing</p> <p>Seconded by: omitted</p> <p>Motion passed</p>

<p>unable to meet this requirement they will then be changed to a Category II referee. In extenuating circumstances, the Board of Directors may grant an exemption to this requirement.</p> <p>Proposed:</p> <p>16:06 To maintain a Category I referee status, a Provincial Referee is required to referee officiate a minimum of once per year. If a Category I referee is unable to meet this requirement, they will then be changed to a Category II referee. In extenuating circumstances, the Board of Directors and the Officiating Chair may grant an exemption to this requirement.</p>	<p>by majority</p> <p>22 in favour 0 opposed 15 abstain</p>
<p><u>16. OFFICIATING (EDIT 16:07)</u></p> <p>Current:</p> <p>16:07 If the Officiating Chairperson concludes a provincial referee requires further development and remedial work due to the following, but not limited to:</p> <ul style="list-style-type: none"> (a) An outdated understanding of the IPF rules; (b) Demonstrates calls on the platform that are unreasonable or incorrect interpretations of the IPF Rules; (c) Shows disrespect to athletes and/or other officials; (d) Does not show up on time or leaves early without a prearranged agreement; and/or (e) Arrives unprepared for their scheduled session; <p>The referee will be put on probation for one (1) year to allow for enough time to develop and improve any issues. The Officiating Chairperson will work to assist these referees by providing detailed debriefs (verbal or written), workshops, organized practical reviews, and any other measures deemed necessary. Should the referee complete the probationary period with improvement, the referee shall keep their status. If after the one (1) year probationary period the referee fails to improve to the BCPA standard, their status will be revoked. The revoked referee may apply to take the BCPA provincial referee process after six (6) months of the date of revocation.</p> <p>Proposed:</p> <p>16:07 If the Officiating Chairperson concludes a provincial referee requires further development and remedial work due to the following, but not limited to:</p> <ul style="list-style-type: none"> (a) An outdated understanding of the IPF Technical Rules; (b) Demonstrates calls on the platform that are unreasonable or incorrect interpretations of the IPF Technical Rules; (c) Shows disrespect to athletes, volunteers and/or other officials; (d) Does not show up on time or leaves early without a prearranged agreement; and/or 	<p>Proposed by: Bette Festing</p> <p>Seconded by: Gabe Festing</p> <p>Motion passed by majority</p> <p>21 in favour 0 opposed 16 abstain</p>

<p>(e) Arrives unprepared for their scheduled session;</p> <p>the referee will be put on probation for one (1) year to allow for enough time to develop and improve any issues. The Officiating Chairperson will work to assist these referees by providing detailed debriefs (verbal or written), workshops, organized practical reviews, and any other measures deemed necessary. Should the referee complete the probationary period with improvement, the referee shall keep their status. If after the one (1) year probationary period the referee fails to improve to the BCPA standard, their status will be revoked. The revoked referee may apply to take the BCPA provincial referee process after six (6) months of the date of revocation.</p>	
<p><u>16. OFFICIATING (EDIT 16:08)</u></p> <p>Current:</p> <p>16:08 Individuals who wish to referee in the BCPA and have obtained their referee status from outside of British Columbia who now reside in the province will be subject to a one (1) year probationary period.</p> <p>Proposed:</p> <p>Individuals who wish to referee in the BCPA and have obtained their provincial referee status from a province outside of British Columbia who now reside in the province will be subject to a one (1) year probationary period.</p>	<p>Proposed by: Bill You</p> <p>Seconded by: Brian Rock</p> <p>Motion withdrawn</p>
<p><u>16. OFFICIATING (ADDITION 16:09)</u></p> <p>16:09 All referees and any members of a jury will be uniformly dressed in a referee uniform as follows:</p> <p>Men:</p> <p>Dark blue blazer with the applicable BCPA/CPU/IPF referee badge sewn onto the left breast. Grey trousers/dress pants with a white collared shirt and tie. The tie may be of any colour or design of the referee's choice. Any design that may be construed as offensive will not be allowed. Dress wear shoes and dark socks must be worn.</p> <p>Women:</p> <p>Dark blue blazer with the applicable BCPA/CPU/IPF referee badge sewn on the left breast. Grey trousers/dress pants or skirt with a white blouse or collared shirt. The option of a tie or scarf may be worn and may be of any colour or design of the referee's choice. Any design that may be construed as offensive will not be allowed.</p>	<p>Proposed by: Bette Festing</p> <p>Seconded by: Chris Robb</p> <p>Motion passed by majority</p> <p>19 in favour 0 opposed 18 abstain</p>

<p>Dress wear shoes are to be worn. Sandals are not allowed.</p> <p>All new BCPA referees will be reimbursed for the purchase of the referee uniform (or a portion of) to a maximum of \$200.</p> <p>All non-competing referees will be given the option to purchase a CPU Referee Membership at no cost. All referees that still compete will be given the option to purchase a BCPA membership at no cost but will still be required to purchase a CPU membership and must officiate at least one full session per membership year. Failing that, the referee must reimburse the BCPA the full cost of the BCPA membership at the time of it was issued.</p>	
<p><u>16. OFFICIATING (REMOVAL of Section 16)</u></p> <p>Remove Section 16 - Officiating and turn it into a policy</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Motion withdrawn</p>
<p><u>17. QUALIFYING STANDARDS (ADDITION 17.02(iv))</u></p> <p>Current:</p> <p>17:02 In order to be eligible to compete at a CPU Regional Championships or CPU National Championships members must:</p> <p>(a) Fulfill any CPU requirements;</p> <p>(b) Obtain the relevant CPU qualifying standard at a sanctioned IPF member federation competition consisting of 5 or more lifters; BCPA By-Laws Page 14</p> <p>(c) Compete at any CPU Provincial Championships within the 24 months preceding a CPU Regional Championships, if the member has not previously competed at a CPU Regional or higher event;</p> <p>(d) If they have competed at a CPU Regional or higher event previously:</p> <p>(i) Compete at or volunteer at their Provincial Championships within the 12 months preceding the CPU Regional or higher event that they wish to compete in. For clarity, each member must compete at or volunteer at the Provincial Championships they would be eligible to compete in themselves within the 12 months preceding the CPU Regional or higher event such member wishes to compete in. The minimum obligation of volunteer time shall be determined by the Board of Directors;</p> <p>(ii) Acted as a meet director for a sanctioned powerlifting or bench press competition within the province of BC during the previous (12) months;</p> <p>(iii) Assisted in one (1) BCPA executive run meet as an official or other volunteer role as assigned by the meet director between the</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed by majority</p> <p>22 in favour 1 opposed 14 abstain</p>

<p>previous year's National Championships and upcoming National Championships</p> <p>Addition:</p> <p>(iv) Assisted the BCPA or one of the committees with its tasks, while not being a member of said board or committee. The minimum obligation of volunteer time and acceptance criteria for the task shall be determined by the Board of Directors.</p>	
<p><u>17. QUALIFYING STANDARDS (REMOVAL of Section 17)</u></p> <p>Remove Section 17 – Qualifying Standards and turn it into a policy</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Motion withdrawn</p>
<p><u>18. DOPING CONTROLS (REMOVAL of Section 18)</u></p> <p>Remove Section 18 - Doping Controls and turn it into a policy</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Motion withdrawn</p>
<p><u>19. COACHING (REMOVE 19:01)</u></p> <p>Current:</p> <p>19:01 The Society shall develop a pool of coaches to draw from for National Teams. Nominations for membership in the coaching pool shall be provided by the membership.</p> <p>Remove:</p> <p>19:01 The Society shall develop a pool of coaches to draw from for National Teams. Nominations for membership in the coaching pool shall be provided by the membership.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed by majority</p> <p>17 in favour 0 opposed 20 abstain</p>
<p><u>19. COACHING (REMOVE 19:02)</u></p> <p>Current:</p> <p>19:02 The Coaching Certification Program must be approved/adopted by the Society Executive.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed</p>

Remove: 19:02 The Coaching Certification Program must be approved/adopted by the Society Executive.	by majority 23 in favour 0 opposed 14 abstain
<u>19. COACHING (EDIT 19:03)</u> Current: 19:03 At all National competitions, the coaches will have the final say as to the lifters' attempts. The lifters may make suggestions only. The lifters must be made aware of this situation prior to team selections. Proposed: 19:03 At all National or Regional competitions, the appointed Team BC coaches will have the final say as to the lifters' attempts. The lifters may make suggestions only. The lifters must be made aware of this situation prior to team selections.	Proposed by: Jennifer Luther Thomas Seconded by: Diana Foxall Motion passed by majority 23 in favour 2 opposed 12 abstain
<u>19. COACHING (EDIT 19:04)</u> Current: 19:04 Head Coaches of BCPA Provincial teams at National competitions shall be eligible for reimbursement of up to 50% of their travel and accommodation expenses, subject to availability of funding from the Society. Proposed: 19:04 Head Appointed Team BC Coaches of BCPA Provincial teams at National or Regional competitions shall be eligible for reimbursement of up to 100% of their travel and accommodation expenses, subject to availability of funding from the Society.	Proposed by: Jennifer Luther Thomas Seconded by: Diana Foxall Motion passed by majority 19 in favour 0 opposed 18 abstain
<u>19. COACHING (REMOVAL of Section 19)</u> Remove Section 19 - Coaching and turn it into a policy	Proposed by: Jennifer Luther Thomas Motion withdrawn

A special resolution authorizing amendments to the Bylaws as set out in the Notice of Meeting was disseminated to all members of the Society. BE IT RESOLVED THAT the following provisions be amended in the Bylaws: 4:03, 4:04, 4:05 (addition), 4:05 (now 4:06d), 4:26 (now 4:27), 4:27 (now 4:28), 10:01, 14:05 (addition), 16:01-16:03, 16:05-16:07, 16:09 (addition),

17:02(iv) (addition), 19:01 (removal), 19:02 (removal), 19:03 (now 19:01), 19:04 (now 19:02). Any one (1) director of the Society be and is hereby authorized to attend to such amendments to the Bylaws and to make such filings with the regulatory authorities as may be necessary and advisable.

6. Announcements.

Graeme Gerlach: BC is providing coaches for Nationals for athletes free of charge. Please reach out to Graeme Gerlach or Jennifer Luther Thomas soon prior to February 10.

Gabe Festing: 2023 Nationals Championships meet directors Gabe Festing and Bette Festing are asking for a final request for volunteers for next week. Nationals is the largest event BC has hosted, many volunteers are necessary, but currently falling very short. Unfortunately, the meet directors are not running at the operating costs they would like and may be deviating from the standard of giving prizes, but hope that does not deter people from volunteering. Asking the membership to please help out to show the CPU that BCPA has a strong willing community.

Jennifer Luther Thomas: There are 577 volunteer spots required for Nationals. BC currently has 625 members. Even without other provinces, if each BC member volunteered for one session, Nationals would be covered. Please encourage your friends to volunteer.

7. Adjournment. Meeting is adjourned at 2:57 pm.

Proposed by: Graeme Gerlach

Seconded by: Gabe Festing

Vote: Majority

Signed on this 17th day of April 2023.



Tammy Drover
BCPA Secretary

BCPA Mission: To provide infrastructure and support for provincial powerlifting competitions.

BCPA Vision: To be the number one most-recognized strength sport in BC.

GOAL #1 - Improve membership retention

GOAL #2 - Develop the powerlifting community

GOAL #3 - Solidify and improve internal processes

Reports



British Columbia Powerlifting Association 2023 Annual Reports

Saturday, February 4 2023 at 11:00 am
Videoconference

2022 BCPA President Report

2022 was a good year for the BCPA and I believe we are heading in the right direction post-covid. Everyone on the Board of Directors took on a new position in 2022: myself as President, Shadie Bourget as Vice President, Justin Schubert as Registrar, Dennis Leong as Treasurer, Tammy Drover as Secretary and Graeme Gerlach and Blake Taylor as members at large. After working through the transition period that's inevitable with board turnover and learning the responsibilities of new positions, everyone has settled into their new roles and as a board built up a solid level of communication and trust.

This past year, we have been working on increasing the number of competitions and trying to return to a somewhat regular and predictable calendar post-covid while also accommodating CPU calendar changes. We held 8 competitions last year compared to 3 the year in 2021, and our membership numbers reflect that. We also gained an experienced meet director in Kelowna, and Renae will soon be hosting her second meet in BC. I'm hoping that having a competition in Kelowna every year will encourage and grow membership in the Interior.

I would also like to thank Renae for inspiring me to raise the bar with my own and the board's meet directing, and a few of her practices were incorporated into both the Summer Open and Fall Classic.

As meets are once again filling up within 15 minutes, we'd like to encourage more clubs and members to host competitions. Over the next year of our term, we want to continue providing high quality meets to members, and treating our volunteers well. Fortunately, this year we've seen increased volunteerism at competitions and rarely have to recruit last minute signups.

As part of improving the volunteer and competitor experience, here are some of the things that have been implemented or have worked well in our experience:

- Provide higher quality and more desirable food for volunteers (monster, protein bars, chipotle, pizza have all been a hit in the last year).
- Putting drinks for volunteers in coolers full of ice at summer venues where there is no fridge or air conditioning available.
- Providing volunteers with more information to do their job:
 - All announcers at BCPA-run meets receive the announcers guide in advance and are provided with a list of all competitor names, pronunciations and pronouns,
 - ER rack setup guides for the setup crew (setup guides are currently being expanded to include weight trees and platforms)
 - Floor plans so that volunteers know where to set up without much oversight - allowing board members to focus on electronic setup
- Music! A lot of feedback from previous meets have been that our meets aren't "hype" enough and the music sucks. Kiana and Roland put together great playlists this year which have been a hit with volunteers and our younger competitors. These playlists are pre-downloaded and made available for the announcer in case of any network issues.

In 2023, with support from the board, I would like to continue the momentum from this year and work on:

- Explore venues in the Lower Mainland that offer easier access for members who transit and closer to amenities (ideally walking distance or <5 minutes' drive). We currently have Winter Open scheduled at PCDHFC, and for Summer Open the BCPA is waiting to sign a contract with Poirier Sport and Leisure, also in the Tri-Cities. The board has also initiated discussions with community and cultural centers in Vancouver and North Vancouver, and ice rinks (for dry floor season) in Richmond.
- Updating the clubs and gyms page on the website and re-imagining what it means to be a club (or team) in BC.
- Youth Division - the BCPA now has the equipment to allow youth (age 8-14) to compete and this is an area we would like to develop.
- Increasing awareness about who is on the BCPA Board, what the Board does, and encouraging participation and collaboration outside of competitions.

Last year the BCPA gave out several awards at the BC Provincials: Benchner of the Year was awarded to Grego Young and Cindy Leighton. Athlete of the Year was awarded to Marie Joaquin and Matt Vena. BC also has a relatively new award - the Christopher Robb Award - which was awarded to Bette Festing for her knowledge, application and dedication to upholding the IPF rules and standards in BC. On a personal level, I can attest to her dedication to putting on regular and informative referee clinics with a high quality, helping with social media posts, creating a tough but fair exam and detailed feedback for any questions a potential or new referee might have. The ability for new referees to shadow experienced referees in competition before sitting in the chair themselves is invaluable. The BCPA also awarded the Craig English

award - our most prestigious award - to Gabe Festing. Gabe has been involved in powerlifting and the BCPA Board for decades in various capacities and has undoubtedly brought up the standard of powerlifting in BC and we see that same hard work, dedication and passion in his contributions to the CPU as VP of Sport Development.

On the subject of the Festings, 180 of BC's athletes are signed up to compete at CPU Nationals in February which is being hosted by Gabe and Bette. We know they'll do an excellent job and it will be a great first Nationals for a lot of members.

In 2022 BC had approximately 60 athletes travel across the country to St John's, NL to compete at CPU Nationals. This was the debut of the Nationals Committee, which was considered a success by all. A lot of BC's junior and sub-junior lifters made the trip for their first Nationals, performed well and went on to represent Canada at Junior Worlds and Commonwealths. Every year the number of sub-juniors and juniors continues to grow, and as we see them compete at high levels and build their own communities, I hope that it encourages more young people to get into powerlifting and increases junior powerlifter retention.

I'm grateful to be given the opportunity to preside over the BCPA and influence its direction, meet and get to know many more of our members and see what a supportive community there is in British Columbia.

I'd like to thank all of our members who have competed in the last year and volunteered their time to make all of the competitions successful and enjoyable.

I would like to thank the rest of the Board of Directors for their endless support, time and effort dedicated to the BCPA and powerlifting this year: Shadie, Dennis, Justin, Tammy, Graeme and Blake. Some members may notice that the current board of directors does not reflect the members that were elected at the 2022 AGM. Over the past year, three directors resigned: Teesh Castillo, Harveer Dhupar and David Noma. As such, Tammy was appointed to the position of Secretary in December 2022 due to her enthusiasm, passion and skills and experience that made her a great fit for the BCPA Board and the position of Secretary.

This year has been busy and stressful but at the same time enjoyable and rewarding. I'm excited to do it again with you all in 2023.

Jen Luther Thomas
BCPA President

2022 BCPA Vice-President Report

Bonjour !

It is with a lot of enthusiasm that I write my first report as the Vice-President of the British Columbia Powerlifting Association ("BCPA"). This year was spent learning, recalibrating, and growing.

Various matters were worked on, such as administrative duties and strategic development. On the administrative front, we've continued to ensure compliance with BC Registries in order to meet the non-profit organization's legal requirements, such as the Annual Report filing and Bylaw updates.

On the strategic front, we have planned the Board of Directors year's work and duties in advance (i.e. shortly after the election of the 2022 directors), which we used as a guide for 2022. We plan on doing a strategic planning meeting yearly to ensure that the mission of the BCPA is implemented and that its vision is carried out. Some of the strategic planning elements evolved around the maintenance of the BCPA, standards of practice, volunteers, para powerlifting, the youth membership division and training of new directors. Moreover, the current Board of Directors has great cohesion along with several different skill sets which is a strength that provides a balance in roles and duties that are to be completed within the BCPA.

We've also spent time working on bringing up the athlete level of participation to numbers before the pandemic and ultimately growing the sport of powerlifting in British Columbia by organizing more competitions, engaging members with social media posts, asking for member feedback, etc.

For 2023, we would like to focus on visibility, the para powerlifting division, the youth division, and developing clubs and committees. The latter has been a challenge in the past years and we are always looking for candidates to fulfill [committee roles](#), such as Club Development Director, Awards and Volunteer Coordinator and Social Media Director.

Lastly, I would like to thank the entire Board of Directors, all chairpersons, Bette Festing (Officiating Chair), Sara Youd (Scorekeeping Chair), Cody Weeks (Records Chair), and all volunteers, including referees and scorekeepers; the BCPA is increasingly efficient with you and is able to offer more competitions thanks to your contributions. We have noticed a lot of familiar faces for whom we are thankful for (and are always happy to see), and we have also seen a lot of new faces. We are glad to be able to count on so many of you and am personally grateful for the supportive community. I've also worked closely with our president Jennifer Luther Thomas this past year and want to extend my gratitude towards her; the work she dedicates to the sport of powerlifting is so very important.

Shadie Bourget
BCPA Vice-President

BCPA Treasurer's Report 2023 Annual General Meeting

I'm pleased to report a surplus of \$6,011.23 in 2022. The sum of balances from all BCPA bank accounts was \$27,802.59 at the start of 2022 and we ended the year with \$33,813.82.

Total revenues in 2022 were \$66,568.70. 79% of our revenue was generated from membership signups and revenue related to holding BCPA competitions. We raised competition registration fees this year to meet increased costs for medals, trophies, venues, and volunteer food, and payment processing fees, while still keeping our entry fees lower than many competitions in other CPU provinces. We expect the majority of our revenues in 2023 to continue coming from holding competitions.

Total expenses in 2022 were \$60,557.47. The majority of our expenses came from holding competitions, including costs incurred by supporting sanctioned competitions that were not run by the BCPA Board of Directors. CCES drug test fees amounted to \$10,095, all of which were captured in full through competition registration fees from BCPA-run competitions and sanction fees from sanctioned competitions. Equipment storage costs did not increase significantly, but will see a slight increase in 2023 due to increased fees.

Annual financials are typically reported by the Treasurer at the AGM with information from previous years included with the annual income statement for the past year. Unfortunately, I have been unable to ascertain whether the financials reported from 2015 to 2021 are accurate. The reported year end balances do not match our bank account records. The reported year end balance for the financials for 2021 is \$48,341.95. I have been unable to reconcile this amount with our bank accounts. BCPA bank accounts totalled \$27,802.59 at the end of 2021. The sum of year end balances for all of our bank accounts do not match the reported year end balances for AGM financials dating back to 2015. This is concerning, as incorrect balances are amplified as surpluses and deficits from subsequent years are added to them. In a typical financial report, the previous year's year end balance is added to the surplus or deficit from the current year to produce a new year end balance. This resulted in an inflated report of our finances at the end of 2021, misrepresenting our actual financial position by \$20,539.36.

This discrepancy is possibly the result of irregular and non-standard bookkeeping practices. For example, the total revenues from 2015 have been miscalculated and reproduced in every AGM financial report for the last 7 years. My inspection of our bank account records dating back to 2015 show no obvious signs of malpractice, although this assessment is not based on a thorough review of financials. Further review will be required, including discussion with past Treasurers. At this moment, I don't recommend an audit of our finances. Having served on the Board of Directors since 2018, I can confidently say that I have never had reason to suspect that funds were improperly used.

In light of this, I aim to take the following steps before the 2024 BCPA AGM:

- Move our bookkeeping online to software such as Quickbooks, Sage, or Xero.

- Use accounting software integrations to track and reconcile all bank and credit card transactions.
- Engage a neutral, third-party bookkeeper to ensure proper reporting of our finances and continuity with future Treasurers.
- Establish policies for expense reimbursements for Board members, referees, scorekeepers, and volunteers.

We cannot expect future BCPA Treasurers to be professionally trained in accounting or bookkeeping, so we should be engaging a bookkeeper or accounting firm to ensure our records are correct. Doing so will ensure there is continuity when Board members come and go.

I'm aware that this report may be concerning to some members. In the spirit of full transparency, I'd like to remind BCPA members that the BC Societies Act and our By-Laws ensure that our financial records are available for viewing by those who request it. Section 24 (2) of the BC Societies Act describes how Societies must respond to requests for records. Section 9:01 of the BCPA By-Laws describe how books and records of the Society can be accessed by members.

I'm looking forward to hardening our financial processes in the coming year.

Dennis Leong
Treasurer

2022 BCPA Financials

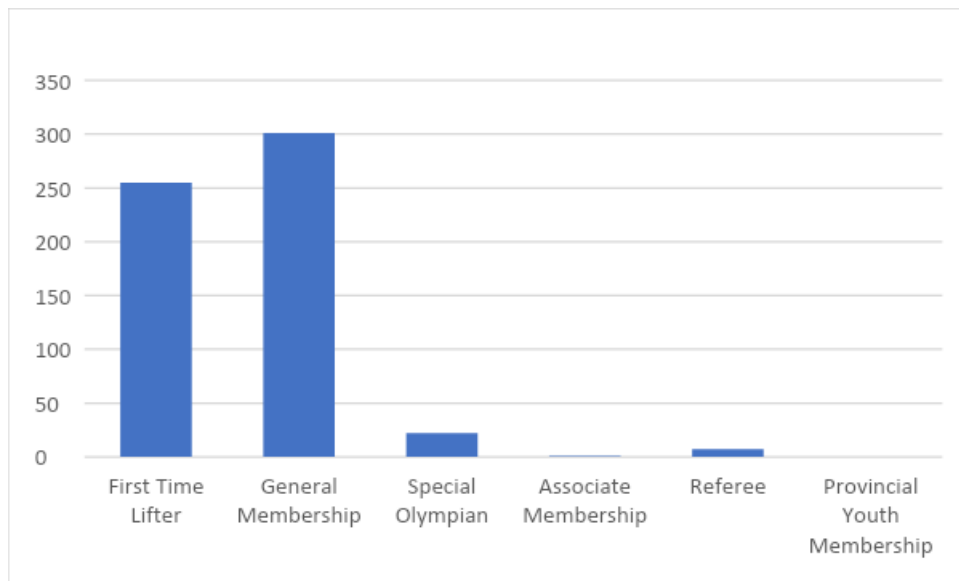
British Columbia Powerlifting Association 2022 Income Statment													
	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Total
REVENUE													
Memberships	\$ 294.41	\$ 374.25	\$ 1,666.66	\$ 2,559.59	\$ 1,277.44	\$ 1,377.24	\$ 598.80	\$ 2,215.28	\$ 3,402.46	\$ 1,626.74	\$ 2,594.36	\$ 1,332.33	\$19,319.56
BCPA Meets	\$ -	\$ -	\$ 7,525.44	\$ -	\$ 1,441.58	\$ 7,278.46	\$ 2,333.65	\$13,796.11	\$ 1,089.33	\$ 1,286.20	\$ -	\$ -	\$34,750.77
Equipment Sales	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanction Fees	\$ -	\$ 485.20	\$ -	\$ 485.20	\$ -	\$ -	\$ -	\$ 500.00	\$ 2,085.58	\$ 500.00	\$ -	\$ 3,031.13	\$ 7,087.11
Interest	\$ 0.09	\$ 0.08	\$ 0.09	\$ 0.08	\$ 0.09	\$ 0.08	\$ 0.09	\$ 0.09	\$ 0.08	\$ 0.09	\$ 0.08	\$ 0.09	\$ 1.03
General Revenue	\$ -	\$ -	\$ -	\$ 784.93	\$ 423.19	\$ -	\$ -	\$ 2,410.18	\$ -	\$ 1,353.86	\$ -	\$ 1,349.41	\$ 6,321.57
Income Suspense	\$ 500.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500.00
TOTAL REVENUES	\$ 794.50	\$ 859.53	\$ 9,192.19	\$ 3,829.80	\$ 3,142.30	\$ 8,655.78	\$ 2,932.54	\$18,921.66	\$ 6,577.45	\$ 4,766.89	\$ 2,594.44	\$ 5,712.96	\$67,980.04
EXPENSE													
Meets	\$ -	\$ -	\$ -	\$ 2,673.30	\$ 1,832.45	\$ 1,892.00	\$ 3,076.28	\$ 5,480.84	\$ 121.07	\$ 3,650.14	\$ 2,233.02	\$ -	\$20,959.10
Meetings/Seminars	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 56.78	\$ -	\$ -	\$ -	\$ -	\$ 367.50	\$ 424.28
Office/Stationary	\$ -	\$ -	\$ -	\$ -	\$ 150.21	\$ 27.69	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 177.90
Administration	\$ 169.40	\$ 225.82	\$ 107.10	\$ -	\$ 193.62	\$ 697.63	\$ 373.97	\$ 522.17	\$ 1,047.00	\$ 55.08	\$ 149.99	\$ -	\$ 3,541.78
Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,114.95	\$ 139.43	\$ -	\$ 1,254.38
Supplies (BCPA medals)	\$ 383.88	\$ -	\$ -	\$ -	\$ 818.84	\$ 327.31	\$ -	\$ -	\$ -	\$ 2,983.68	\$ -	\$ 2,079.77	\$ 6,593.48
Advertising	\$ -	\$ -	\$ -	\$ 2,887.50	\$ -	\$ 1,443.75	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,331.25
Equipment Storage	\$ 253.74	\$ 750.00	\$ 253.74	\$ -	\$ 876.87	\$ 126.87	\$ 20.00	\$ 1,013.74	\$ -	\$ 380.61	\$ 750.00	\$ -	\$ 4,425.57
Truck Ins/Maint	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment Purchase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,764.00	\$ 1,302.21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,066.21
Trailer Purchase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Drug Testing	\$ -	\$ -	\$ -	\$ -	\$ 1,425.00	\$ 4,725.00	\$ -	\$ 930.00	\$ -	\$ -	\$ 1,620.00	\$ 1,395.00	\$10,095.00
CPU Sanction Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,094.00	\$ 1,094.00
Trailer Ins/Maint	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Judges Professional	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,012.14	\$ 400.68	\$ 735.25	\$ -	\$ 682.94	\$ 297.05	\$ 1,345.85	\$ 4,473.91
Bursary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00
Apparel	\$ -	\$ -	\$ -	\$ 469.85	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 469.85
Bank Fees	\$ 1.80	\$ 0.90	\$ 99.90	\$ 4.50	\$ (94.50)	\$ 15.30	\$ 5.40	\$ 8.10	\$ -	\$ 6.30	\$ 7.20	\$ 7.20	\$ 62.10
Expense Suspense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENSES	\$ 808.82	\$ 976.72	\$ 460.74	\$ 6,035.15	\$ 5,202.49	\$12,031.69	\$ 5,235.32	\$ 8,690.10	\$ 1,168.07	\$ 8,873.70	\$ 5,196.69	\$ 7,289.32	\$61,968.81
SURPLUS (DEFICIT)	\$ (14.32)	\$ (117.19)	\$ 8,731.45	\$ (2,205.35)	\$ (2,060.19)	\$ (3,375.91)	\$ (2,302.78)	\$10,231.56	\$ 5,409.38	\$ (4,106.81)	\$ (2,602.25)	\$ (1,576.36)	\$ 6,011.23
STARTING BALANCE	\$27,802.59	\$27,788.27	\$27,671.08	\$36,402.53	\$34,197.18	\$32,136.99	\$28,761.08	\$26,458.30	\$36,689.86	\$42,099.24	\$37,992.43	\$35,390.18	
ENDING BALANCE	\$27,788.27	\$27,671.08	\$36,402.53	\$34,197.18	\$32,136.99	\$28,761.08	\$26,458.30	\$36,689.86	\$42,099.24	\$37,992.43	\$35,390.18	\$33,813.82	

2021 AGM Financials – For Reference Only

BRITISH COLUMBIA POWERLIFTING ASSOCIATION							
Past Financial Records for Reference Only							
<u>REVENUES</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Memberships	\$12,375.00	\$17,000.00	\$18,286.00	\$22,250.00	\$22,711.00	\$10,009.56	\$14,089.68
BCPA Meets	\$112,381.00	\$56,800.00	\$51,200.00	\$50,800.00	\$47,400.00	\$0.00	\$18,212.60
Equipment Sales	\$3,000.00	\$1,750.00	\$0.00	\$10,320.00	\$0.00	\$0.00	\$0.00
Sanction Fees	\$200.00	\$500.00	\$500.00	\$700.00	\$2,000.00	\$250.00	\$750.00
Interest	\$25.00	\$20.00	\$30.00	\$30.00	\$40.00	\$14.00	\$0.00
BCPA Apparel	\$0.00	\$0.00	\$7,501.00	\$2,450.00	\$1,200.00	\$0.00	\$0.00
TOTAL	\$140,326.00	\$76,070.00	\$77,517.00	\$86,550.00	\$73,351.00	\$10,273.56	\$33,052.28
<u>EXPENSE</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Meets	\$90,571.00	\$36,500.00	\$29,500.00	\$29,400.00	\$29,100.00	\$2,194.50	\$6,602.12
Meetings/Seminars	\$1,552.00	\$2,166.00	\$2,889.00	\$1,490.00	\$780.00	\$653.00	\$0.00
Office/Stationary	\$761.00	\$1,664.00	\$1,340.00	\$652.00	\$1,263.00	\$11.00	\$0.00
Administration	\$1,920.00	\$1,470.00	\$1,218.00	\$1,155.00	\$1,246.00	\$910.00	\$1,551.00
Supplies	\$382.00	\$809.00	\$1,173.00	\$1,051.00	\$992.00	\$1,425.00	\$2,183.00
Supplies (BCPA meda	\$0.00	\$0.00	\$4,355.00	\$0.00	\$2,396.00	\$2,184.00	\$1,036.00
Advertising	\$823.00	\$1,530.00	\$1,398.00	\$0.00	\$1,450.00	\$0.00	\$0.00
Equipment Storage	\$2,400.00	\$2,900.00	\$4,230.00	\$4,721.00	\$2,400.00	\$2,400.00	\$3,000.00
Truck Ins/Maint	\$2,573.00	\$1,530.00	\$800.00	\$2,000.00	\$950.68	\$0.00	\$227.00
Equipment Purchase	\$27,000.00	\$4,073.00	\$15,898.00	\$11,729.00	\$6,833.00	\$4,576.00	\$1,697.00
Trailer Purchase	\$0.00	\$7,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Drug Testing	\$3,800.00	\$8,711.00	\$7,464.00	\$3,900.00	\$7,875.00	\$5,235.75	\$2,820.00
CPU Sanction Fees	\$500.00	\$500.00	\$500.00	\$500.00	\$1,190.00	\$584.00	\$690.00
Trailer Ins/Maint	\$0.00	\$320.00	\$320.00	\$320.00	\$943.84	\$233.00	\$86.00
Judges Professional	\$0.00	\$1,067.00	\$784.00	\$1,290.00	\$606.00	\$214.00	\$200.00
Bursary	\$0.00	\$1,000.00	\$500.00	\$1,000.00	\$1,000.00	\$0.00	\$0.00
BCPA Apparel	\$0.00	\$0.00	\$8,121.00	\$5,040.00	\$800.00	\$0.00	\$0.00
TOTAL EXPENSES	\$132,282.00	\$71,240.00	\$80,490.00	\$64,248.00	\$59,825.52	\$20,620.25	\$20,092.12
	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Sub Total	\$132,282.00	\$71,240.00	\$80,490.00	\$64,248.00	\$59,825.52	\$20,620.25	\$20,092.12
Surplus/Deficit	\$8,044.00	\$4,830.00	\$(2,973.00)	\$22,302.00	\$13,525.48	\$(10,346.69)	\$12,960.16
Year End Total	\$0.00	\$8,044.00	\$12,874.00	\$9,901.00	\$32,203.00	\$45,728.48	\$35,381.79
Year End Balance	\$8,044.00	\$12,874.00	\$9,901.00	\$32,203.00	\$45,728.48	\$35,381.79	\$48,341.95

2022 BCPA Registrar's Report

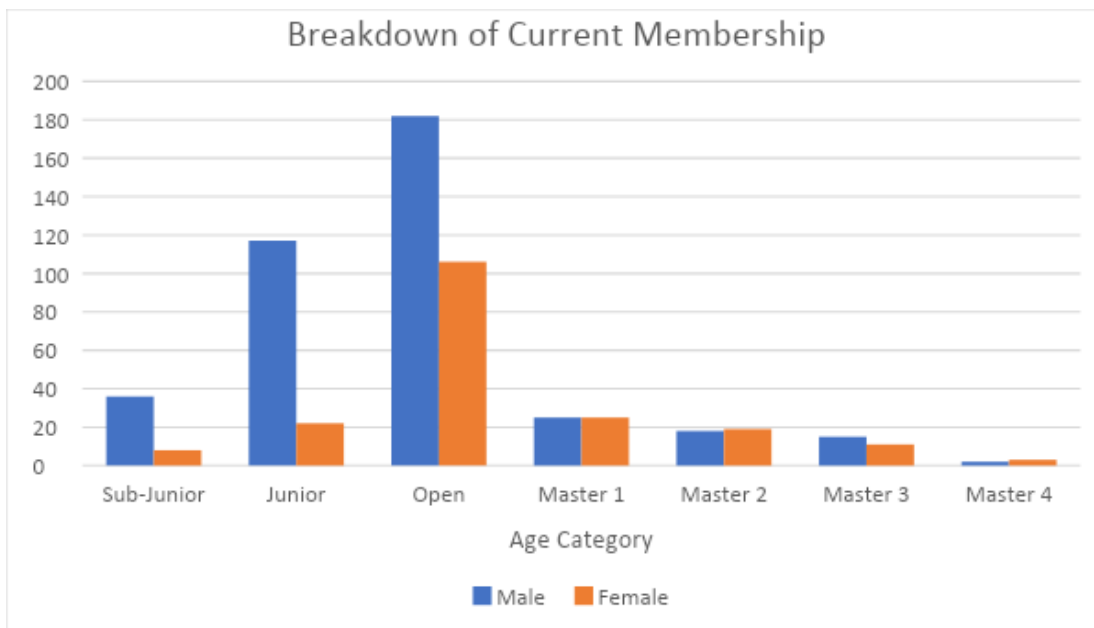
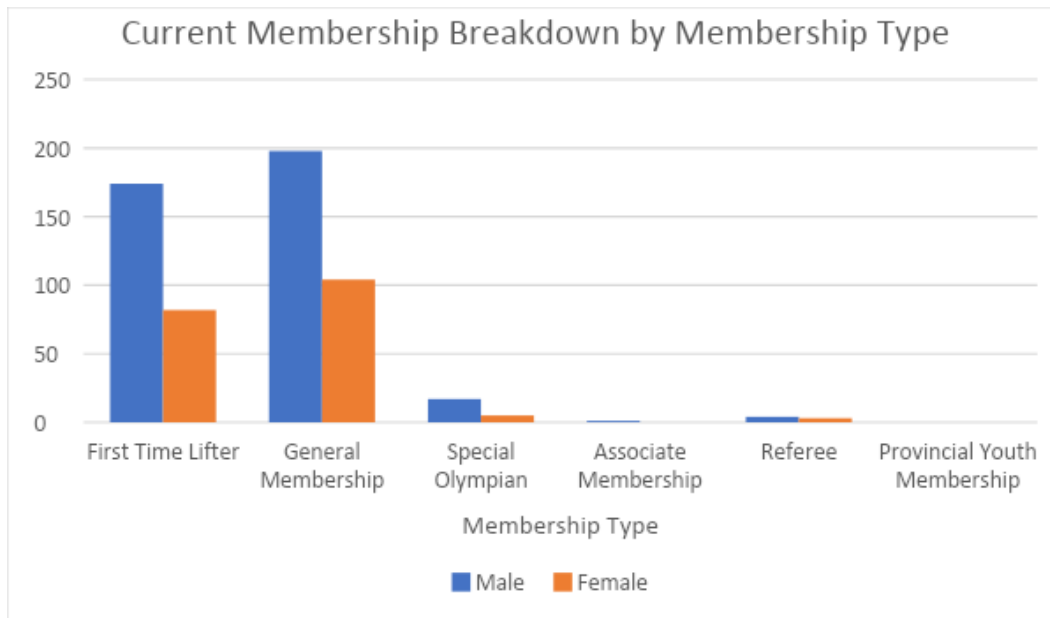
The BCPA memberships have been consistently higher than they were the last 3 years due to Covid. Since having more freedom to run events we've seen our membership numbers rival that of pre-pandemic numbers. At the time of writing this report the BCPA has 586 active members, with the breakdown shown below.



There is a strong correlation between the number of memberships and the number of competitions held in a year. We had our highest number of members throughout 2019 and into early 2020, being in the low 600s. Considering in 2019 12 competitions were held compared to only 7 in 2022, I think we are on track to have our membership numbers exceed our pre-pandemic numbers in the next year or two. Ultimately this will be contingent on events being held consistently throughout the year.

Some observations regarding the memberships:

- The number of special Olympians has gone up as we've resumed competitions in 2022
- There are currently still no youth memberships. The BCPA has been focusing on getting more youth in the sport
- Male lifters still hold a larger portion of the membership having about 2x more than female lifters



Justin Schubert

BCPA Registrar

Officiating Chair's Report

Bette Festing

January 17, 2023

Following the 2022 AGM, a new Bylaw was passed where it allowed the Officiating Chairperson to conclude that if a provincial referee required further development and remedial work due to, among other things, an outdated understanding of the IPF rules and demonstrated calls on the platform that were unreasonable or incorrect, that referee would be put on probation for one (1) year to allow for remediation. Those steps were taken towards a referee in 2022.

The competition season was a slow start and the first BCPA competition was until April 30. Prior to that competition a virtual rules clinic was held. This gave new and returning lifters a refresher of the rules and it gave me an opportunity to advise of any new rules that had been passed since the last competition. It was a good turn out and there was good participation by the attendees with lots of questions asked.

Last year, there were 3 opportunities for individuals to take the BCPA Category II written exam. On all 3 dates, there was a good turnout of no less than 4 people each time. From those opportunities, the BCPA gained 6 new referees. We welcomed Jennifer Luther-Thomas, Jonathan Cruz, Kathy Lawrence, Tim Branch, Dennis Leong and Kevin Van Nguyen as the BCPA newest Cat II referees. Since passing their written exam, each of them has made a presence in at least one competition in 2022 and so far in 2023.

Despite the recruitment of these new referees, we are still lacking in female referees. I would encourage anyone that may be interested in taking the exam to reach out to me.

While we have gained new referees, we have also lost referees as well. Lucas Tetrault, who had moved to BC in 2021, made the difficult decision to move his family to Alberta in November of 2022. As such, we regrettably lost him as a national referee. I wish him all the best in Alberta. As well, the BCPA has also lost 3 referees due to those individuals following other passions in their life.

Finally, this year at the BCPA Provincials, I was honoured with receiving the Christopher Robb award. This award is presented to a BCPA referee who best demonstrates professionalism, dedication and knowledge of rules and policies governing the sport of powerlifting within the BCPA. Chris Robb has been a mentor to me since he first proctored my exam way back in the 90's (the exact year doesn't need to age me anymore). His example of professionalism and knowledge of the rules was what I have always strived to follow, so receiving this award was especially special. I look forward to being able to present this award to a deserving BCPA referee.

Records Chair Report

Cody Weeks

In 2022, there were 277 records set across 13 competitions. The next 2 pages contain a breakdown which shows how many records were set in each competition and division.

Last year, we announced a simplified records process for all BCPA competitors. The goal was to reduce friction, and we accomplished this in 2 ways. First, we removed the need to apply for records entirely for BCPA competitions. Second, if a competitor wants a certificate, or the record was set outside a BCPA competition, we removed the need to prove unnecessary information. The old application had 16 fields. The new application has 4.

There are no changes planned for the records process in 2023.

Highlights:

- Scott Robertson had the highest number of records broken by an individual this year, coming in at 14.
- BCPA Provincials saw the most records in a competition this year, with 59 records set.

Thanks,

Cody

Breakdown of 2022 Provincial Records Broken / Set

Total Records Set: 277

Spring Showdown	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men	1	2			4	4		
Unequipped Women	4	2	5					
Totals	5	4	5	0	4	4	0	22

Nationals	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men	4	7	9	2	2	7		
Unequipped Women	6	3		5	3		3	
Equipped Men	2							
Equipped Women							5	
Totals	12	10	9	7	5	7	8	58

IPF Worlds	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men				1				
Totals	0	0	0	1	0	0	0	1

Victoria PL	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men			1					
Unequipped Women	3					5		
Totals	3	0	1	0	0	5	0	9

Kelowna	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men								
Unequipped Women	4	5		1	1	5		
Totals	4	5	0	1	1	5	0	16

Provincials	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men	2	1	2	3	3	2	4	
Unequipped Women	3	6	5	6	6	8		
Equipped Men					3		5	
Totals	5	7	7	9	12	10	9	59

Summer Open	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Women		2	10					
Totals	0	2	10	0	0	0	0	12

World Juniors	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men	1	1						
Unequipped Women		2						
Totals	1	3	0	0	0	0	0	4

Westerns	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men			5					
Unequipped Women	3		7			3		
Equipped Men								
Totals	3	0	12	0	0	3	0	18

World Masters	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men	2			4	4			
Unequipped Women							3	
Totals	2	0	0	4	4	0	3	13

Fall Classic	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men	1	1	2			1		
Unequipped Women	2	1	5	7		4		
Equipped Men					6	1		
Equipped Women	1							
Totals	4	2	7	7	6	6	0	32

Victoria Barbell	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men	5	2		1				
Unequipped Women	7	2	6					
Equipped Men							5	
Totals	12	4	6	1	0	0	5	28

Commonwealth	Open	Junior	Sub-Jr	M 1	M 2	M 3	M 4	
Unequipped Men		1						
Unequipped Women	2	2						
Totals	2	3	0	0	0	0	0	5

Scorekeeper's Chair Report

Sara Youd

January 19, 2023

In April 2022, a Scorekeeper's Clinic was put on through zoom. The clinic was solely for the purpose of being able to have more people that could volunteer as a scorekeeper at BCPA sanctioned competitions.

Besides the Officials, the scorekeeper is one of the most important people at the contests. If there isn't a scorekeeper to run the score program, the contest can't proceed. Unfortunately, we can't just put any volunteer into that position. That volunteer has to have experience working on the score program, PLmeet, as well as have some knowledge of the IPF Technical Rules.

The clinic was set up so that we were able to go through a contest from start to finish. We went over entering the lifter's information, running through a mock meet and how to identify problems if an issue arose with the score program. As well, we went over some of the IPF Rules, that relate directly with the scorekeeper, eg., weight classes, age categories, records, bombing out, etc.

The clinic was a success. We had a total of 20+ people interested and from that we had 10 people that were able to attend and complete the clinic.

Although we now have 30 qualified scorekeepers with knowledge of the Scorekeeper program, we still only have the same 5-6 people sign up per meet. Emails are sent out when requested by the meet directors, but very little response is received. Volunteers should note that if you go a year without scorekeeping that you will be removed from the roster and asked to take the course again. If your email has changed, please contact me at scorekeeper@bc-powerlifting.com.

We are in desperate need for Volunteers on the island, as I was unable to attend in November with Bette, I am hoping we can do a Clinic in Victoria before the next meet on the island.

A huge thank you to those who stepped up in 2022.

Apparel Committee Report

In 2022, the partnership with Inner Strength Products (“ISP”) was brought back. In collaboration with ISP we’ve been able to offer athletes the ability to purchase limited edition BCPA branded tanks, t-shirts, long sleeve shirts, sweaters and hoodies, with a recently designed logo. All proceeds went to Team BC going to Nationals.

ISP already has supply and distribution sorted, which alleviates a lot of the work for the BCPA in ordering, managing and distributing apparel. We would like to thank ISP for this continued partnership and for helping us expand BCPA apparel and branding.

We regularly see athletes wearing the BCPA merchandise at competitions and the gym and have received positive feedback about the quality of the clothing and the logo, and plan to continue to apparel our members in this way.

Nationals Committee Report

The Nationals Committee was formed prior to covid so 2022 was the first year that the committee was able to jump into action! In the lead up to CPU Nationals 2022 the committee consisted of the following members: Jennifer Luther Thomas, Shadie Bourget, John-Wesley Cummings and Graeme Gerlach.

The committee was able to provide ~60 athletes competing in St John’s, NL with a branded t-shirt and socks, and allowed athletes to purchase hoodies at-cost. For the shirts and hoodies a new logo was created, which is also being used for CPU Nationals 2023.

The t-shirt and socks were appreciated by athletes and it made it easy to spot your provincial team mates in the venue. The branding on the socks and the sleeve prints looked good in competition and on social media, and it’s clear that the athlete is representing our province.

The Nationals Committee also arranged for a free training session/meet up at Genesis Athletic Club prior to Nationals 2022, which was a great opportunity for athletes to meet each other, build some camaraderie and pick up their team apparel.

The Team BC WhatsApp group and use of the close friends on Instagram has proven a great way to communicate with athletes in addition to email. It encouraged more of a team mentality and BC athletes were coordinating spectating together, locating scales, best times to visit the training room and mitigating injuries.

Building on the committee’s success of 2022, preparations for Nationals 2023 is well underway. BC has 180 athletes competing, and this combined with the cost of inflation, means providing t-shirts for every athlete is expensive. The Nationals Committee would like to thank all of our Team BC sponsors: Young Guns Weightlifting and Boxing Club, Victoria Barbell, True North Sportswear. Thank you to Iron Throne and The Bar for allowing us to use your gyms. We would

also like to thank everyone who's participated in our fundraising efforts: purchasing apparel through Inner Strength, lifting or spectating at the Deadlift Party, purchasing photos from Shelly, indulging in Purdys chocolate or getting your car detailed by Bardo Detailing.

Lastly, this is the first year that the Nationals Committee is testing out having official Team BC coaches (or handlers) for athletes competing at Nationals. In 2022 Graeme unofficially handled a lot of BC athletes at his own expense. This year we've formalized the coaching position and Graeme will be working with Joel Klassen and Lily Riggs to ensure all BC athletes have access to an experienced handler for their competition.

The Committee is excited to keep working on supporting our athletes competing at CPU Nationals. If anyone is interested in joining the Nationals Committee for 2024 in PEI, please let us know.

The Volunteer Committee

The BCPA heavily relies on volunteers to keep the organisation going and to host and run meets. We would like to make sure that volunteers are treated well and have a good experience when they volunteer within BC. The Awards and Volunteer Committee will be responsible for liaising with the BCPA board and meet directors and suggesting ways that the volunteer experience can be elevated and consistent across meets in BC.

- Select bursary award candidates
- Responsible for the Volunteer of the Year award
- Develop awards for outstanding members and achievements
- Receive nominations for current awards
- Assist with the coordination of volunteers for BCPA run events
- Collect feedback from volunteers on how the BCPA can increase volunteer retention (eg, rewards, prizes, food)
- Create strategies to encourage new volunteers (this can include creating memes for social media!)
- Liaise with the Club Development Director to encourage volunteerism from clubs in BC
- Work with the Officiating Chair and Scorekeepers Chair to increase the number and engagement of Referees and Scorekeepers in BC
- Maintain records of volunteer involvement in BC
- Suggest or create educational content for the BCPA website and social media to inform members about the requirements of different volunteer positions
- Liaise with the BCPA board and other committee members via Discord