



British Columbia Powerlifting Association 2024 Annual General Meeting Minutes

Saturday, March 2, 2024, 12:00 pm
Zoom Videoconference

1. Meeting Call to Order.

1.1. Establishment of Quorum; 62 members.

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 confirms that quorum is reached (5% of membership, which represents 31 members of 620 members). There are 62 members present in total online and quorum is reached. The meeting is called to order at 12:12pm. Attendee list in Schedule A.

Proposed by: Jennifer Luther Thomas Seconded by: Graeme Gerlach Vote: Majority

1.2. Appointment of chairperson.

Jennifer Luther Thomas proposes appointment of Graeme Gerlach as the chairperson for the 2024 BCPA Annual General Meeting.

Graeme Gerlach reminds members of a few housekeeping rules for the meeting:

- Bylaw vote shall pass by $\frac{2}{3}$ vote;
- Abstained vote do not count towards voting results; and
- We will proceed by Zoom polls which are anonymous.

1.3. Review and approval of Agenda as amended.

Shadie Bourget proposed the addition of "3.3 Officiating Chair Report". Kelly Wharton proposed a correction to item 6. Nominations of "Directors", instead of "voting officers".

The Agenda is approved as amended.

2. Review and approval of previous AGM minutes from February 4, 2023.

Graeme Gerlach asked if there are any questions or corrections to make. Jennifer Luther Thomas noted the correct 4:03 (need to be in red, struck through). Shadie Bourget is to correct the minutes and resubmit bylaws with the change.

Proposed by: Jennifer Luther Thomas Seconded by: Diana Foxall Vote: Majority (46 in favour, 10 abstentions)

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 and treasurer reports were read. All reports can be found in Schedule B.

3.1. Jennifer Luther Thomas, President. Overview of the 2023 year for the BPCA (see report).

3.2. Dennis Leong, Treasurer. Overview of the 2023 expenditures and revenues for the BCPA (see report).

3.3. Bette Festing, Officiating Chair. 2023 Officiating Chair report was read (see report).

Gabe Festing asked a question regarding storage fee costs and the old trailer that could be used as storage, to save BCPA money. Graeme Gerlach responded that it is a project for the new board and this suggestion is taken into consideration.

4. Old Business.

4.1. Tabled Bylaw Amendment. No old business or tabled bylaw amendment.

5. New Business.

5.1. By-Laws Amendments.

<p><u>HOUSEKEEPING</u></p> <p>Replace "his or her" by "their".</p>	<p>Proposed by: Graeme Gerlach</p> <p>Seconded by: Mehar Bhogal</p> <p>Motion passed by majority (49 yes, 3 no)</p>
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<p><u>1. GENERAL PROVISIONS (ADD SECTION 1)</u></p> <p>Addition:</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> <ul style="list-style-type: none"> a) Act - The <i>British Columbia Societies Act</i>, SBC 2015, c18. b) Bylaws - Bylaws that contain provisions respecting the internal affairs of the, as described in section 11 of the <i>Act</i>. 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 repositioned 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 <i>Act</i>, 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 <i>Act</i> <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, ambiguous or unclear, provided such interpretation is consistent with the objectives, mission, vision and values of the BCPA.</p> <p>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.</p>	<p>Proposed by: Shadie Bourget</p> <p>Seconded by: Jordan Phelps</p> <p>Motion passed by majority (52 yes, 4 abstain)</p>
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<p>(Housekeeping note: capitalize all definition words in the bylaws) (<i>All subsequent Bylaw sections are to be renumbered.</i>)</p>	
<p><u>1. MEMBERSHIP (EDIT 1:06)</u></p> <p>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.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Seconded by: Mehtar Bhogal</p> <p>Motion passed by majority (34 yes, 10 no, 18 abstentions)</p>
<p><u>1. MEMBERSHIP (EDIT 1:13)</u></p> <p>Proposed: 1:13 A member must uphold the integrity and spirit of the Society in accordance with the Constitution, By-Laws and code of conduct.</p> <p>Point of clarification by Gabe Festing - The proposal does not clarify which code of conduct. Dennis Leong proposed a friendly amendment: "BCPA Code of conduct" and to add to definitions but cannot be done.</p> <p>Jennifer Luther Thomas proposed a friendly amendment to add "BCPA" before Constitution, Bylaws and Code of Conduct. Graeme Gerlach agreed.</p> <p>New version: 1:13 A member must uphold the integrity and spirit of the Society in accordance with the BCPA Constitution, By-Laws and Code of conduct.</p>	<p>Proposed by: Graeme Gerlach</p> <p>Seconded by: Mehtar Bhogal</p> <p>Motion passed by majority (52 yes, 7 abstain)</p>
<p><u>3. MEETING OF MEMBERSHIP (EDIT 3:03)</u></p> <p>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.</p> <p>Rationale was not included in the proposal, and clarified by Graeme Gerlach: if there are 1000 members, a special meeting would need 100 members, and it removes power from the members to call an SGM. Didn't want to take away the 10% required.</p>	<p>Proposed by: Graeme Gerlach</p> <p>Seconded by: Mehtar Bhogal</p> <p>Motion not passed (19 yes, 28 no)</p>

<p><u>3. MEETING OF MEMBERSHIP (EDIT 3:07)</u></p> <p>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.</p>	<p>Proposed by: Graeme Gerlach</p> <p>Seconded by: Margot Croft</p> <p>Motion passed by majority (53 yes, 3 no)</p>
<p><u>4. DIRECTORS AND OFFICERS (EDIT 4:21)</u></p> <p>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.</p> <p>Dennis Leong explained his rationale, most payments are done through e-transfer and by one person.</p> <p>Renae Witzaney explained that only having one signature on cheque is now a common practice. The only concern is if someone steps down, the organization's hands may be tied (eg. situation with CPU president).</p> <p>Gabe Festing opposed this proposal for the same reason as last year; the proposal raises concerns and reduces financial oversight. Gabe Festing suggests that the language should allow that the president has to be in the loop of major expenses. The proposal undermines stakeholder and reduces financial integrity of the board.</p> <p>Dennis Leong thanked everyone for their input and explained that bylaws already direct what the treasurer can do. Cheques is only one way to remit payment, everything else e-transfer, cash, and none of those protections are in place for those. The goal is to remit payment to vendors in a timely manner.</p> <p>Gabe Festing clarifies that bylaws are put in place to protect Society.</p>	<p>Proposed by: Dennis Leong</p> <p>Seconded by: Diana Foxall</p> <p>Motion not passed</p>

<p><u>4. DIRECTORS AND OFFICERS (EDIT 4:27)</u></p> <p>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.</p> <p>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.</p> <p><i>(Clean version)</i> 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.</p> <p>Gabriel Festing sought clarification regarding removing the cap which also removes the number of eligible directors to run a competition.</p> <p>Scott Robertson questioned the availability of funds and asked what funds is this taken from (e.g. profit left over from a competition or proceeds that come in right away).</p> <p>Dennis Leong confirmed that it is the BCPA funds, separate from the competition, and that there won't be additional competition days unless competitors sign up.</p>	<p>Proposed by: Dennis Leong</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed by majority (45 yes, 8 no, 8 abstentions)</p>
<p><u>4. DIRECTORS AND OFFICERS (ADD 4:30)</u></p> <p>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.</p> <p>Graeme Gerlach explained the rationale: most competitions are directed by board members, and it is a very big ask to have someone run a meet without</p>	<p>Proposed by: Graeme Gerlach</p> <p>Seconded by: Diana Foxall</p> <p>Motion not passed (22 yes, 19 no, 20)</p>

<p>help. Allowing members to help run BCPA competitions is also a chance for mentorship.</p> <p>Gabe Festing opposed this proposal because it lacks criteria. The proposition must have structure, a selection process, otherwise it has potential for turning into selecting people they want instead of putting it out for tender. There may be a shortage in meet directors but incentivizing with money might not pull the right people in.</p> <p>Jordan Phelps also opposed because BCPA seems to acquire new meet directors without having to pay other people.</p> <p>Isaiah Wolf commented that he agrees but as someone who is looking forward to hosting a meet, there is no need for a stipend, and likes the proposal.</p>	<p>abstention)</p>
<p><u>13. RECORDS, AWARDS, AND CLASSIFICATIONS (EDIT 13:06)</u></p> <p>Current:</p> <p>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:</p> <ul style="list-style-type: none"> (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) <p>Proposed:</p> <p>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:</p> <ul style="list-style-type: none"> (a) Youth 1 (All categories) 	<p>Proposed by: Cody Weeks</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed by majority (42 yes, X no, X abstention)</p>

<p>(b) Youth 2 (All categories) (c) Youth 3 (All equipped categories)</p> <p>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.</p> <p>Gabe Festing called for question. This question would forgo discussion and the proposal would go directly to a vote. Vote on the call for question: 28 yes and 15 no. A simple majority is required and the call for question passed. The proposal went to vote without discussion.</p>	
<p><u>14. COMPETITIONS (EDIT 14:03)</u></p> <p>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.</p> <p>Jennifer Luther Thomas clarified that BCPA does not do this in practice.</p> <p>Gabe Festing explained that this part of the bylaw puts a limitation on meet directors.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Seconded by: Gabe Festing</p> <p>Motion passed by majority (53 yes, 1 no, 6 abstention)</p>
<p><u>14. COMPETITIONS (ADD 14:11)</u></p> <p>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.</p> <p>Scott Robertson thinks that people should not get penalized for not making weight; we want people to compete.</p> <p>Gabe Festing opposes the bylaw proposal as it does not benefit athletes.</p> <p>Diana Foxall explains that several members often ask questions regarding weight change cutoff for Provincials.</p>	<p>Proposed by: Jennifer Luther Thomas</p> <p>Seconded by: Diana Foxall</p> <p>Motion passed by majority (37 yes, 16 no, 9 abstention)</p>

<p>Gabe Festing explains that IPF does not mandate this on local levels.</p> <p>Morgan Haupy questions what other provinces do. Graeme Gerlach explained that most provinces allow people to lift if they miss weight (maybe as a guest lifter).</p> <p>Mehar Bhogal explains that the biggest issue with weight changes is the scheduling part.</p> <p>Mel Kasper likes the idea to lift as guest lifter. It would provide less barrier to be able to compete. Guest lifter would a compromise.</p> <p>Jennifer Luther Thomas is amenable to a friendly amendment.</p> <p>Benjamin Yu said that athletes should have standards held up and that making weight is part of the sport.</p> <p>Jonathan Cruz explained that it would affect small percentage of lifters and that a standard should apply.</p>	
<p><u>15. EQUIPMENT (EDIT 15:01)</u></p> <p>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.</p> <p>Gabe Festing agrees with the proposal until the second part (second part is a referee practice). It is a policy, not a bylaw. He proposes a friendly amendment to remove “lifters may not reverse their t-shirt”. Megar Bhogal accepted.</p> <p>Passed: 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.</p>	<p>Proposed by Mehar Bhogal</p> <p>Seconded by Emily Wiggins</p> <p>Motion passed by majority (50 yes, no, 5 abstention)</p>

<p><u>15. EQUIPMENT (ADD 15:02)</u></p> <p>Addition: 15:02 Lifters may wear any IPF Approved Singlet regardless of the Nationality listed on the Singlet.</p>	<p>Proposed by Mehar Bhogal</p> <p>WITHDRAWN (policy not bylaw)</p>
<p><u>16. OFFICIATING (EDIT 16:01)</u></p> <p>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.</p> <p>The Officiating Chairperson is responsible for the following: <i>(omitted)</i></p> <p>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:</p> <p>Graeme Gerlach explained that the motion does not address 16:01 to 16:05 and who has final authority for interpretation. He questioned how the committee would deal with matters.</p> <p>Dennis Leong questioned whether anything prevents an Officiating Chair from seeking input from other referees, or to spread the workload?</p> <p>Gabe Festing responded that nothing explicitly prevents this and that Bette Festing has often called in all referees for rule interpretation, and often defaulted on Chris Robb's interpretation.</p>	<p>Proposed by Gabe Festing</p> <p>Seconded by Diana Foxall</p> <p>Motion does not pass</p>
<p><u>Motion to consider all Mehar's proposal (add numbers 16:03, 16:04, 16:05 and 16:06, 16:10) as omnibus</u></p>	<p>Proposed by Jordan Phelps</p> <p>Seconded by Gabe Festing</p> <p>Motion passes (41 yes, 1 no, 9 abstention)</p>

<p><u>16. OFFICIATING (EDIT 16:03)</u></p> <p>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.</p> <p>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.</p> <p>Mehar Bhogal discussed all proposals and several members provided input, including several referees, both in favour and against.</p> <p>Gabe Festing explained that the proposals are not written properly, especially if there are no Cat1 referees. The one tier system was not working and BC adopted this two-tier system. As a result, BC athletes are much more prepared than athletes from other provinces, because of the two tier structure.</p>	<p>Proposed by Mehar Bhogal</p> <p>Seconded by Jordan Phelps</p> <p>Motion passes by majority (32 yes, 13 no, 10 abstention)</p>
<p><u>16. OFFICIATING (EDIT 16:04 and REMOVE 16:04(b) and (c))</u></p> <p>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).</p>	<p>OMNIBUS</p>

<p>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.</p> <p><u>ELIMINATION OF CURRENT BYLAW 16:04 B and C</u></p>	
<p><u>16. OFFICIATING (EDIT 16:05)</u></p> <p>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.</p> <p>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.</p>	OMNIBUS
<p><u>16. OFFICIATING (EDIT 16:06)</u></p> <p>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.</p> <p>Proposed: ELIMINATE ENTIRELY. REDUNDANT UNDER PROPOSED CHANGES.</p>	OMNIBUS

<p><u>16. OFFICIATING (ADD 16:10)</u></p> <p>Addition:</p> <p>1) The Officiating Chairperson will be responsible for creating and maintaining both a written and video Lifters' Meeting guide.</p> <ul style="list-style-type: none"> 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. <ul style="list-style-type: none"> 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. <p>2) Contingent upon referee availability, referees must establish a two-person weigh-in process.</p> <ul style="list-style-type: none"> 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. <p>3) A Jury shall be established at competitions contingent upon referee ability; and meet director resources.</p> <ul style="list-style-type: none"> 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 	<p>OMNIBUS</p>
<p><u>16. OFFICIATING (ADD 14:10)</u></p> <p>Current:</p> <p>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.</p> <p>Proposed: ELIMINATE ENTIRELY, REDUNDANT UNDER PROPOSED CHANGE</p>	<p>Proposed by Mehar Bhogal</p> <p>Seconded by Jennifer Luther Thomas</p> <p>Motion passed by majority (47 yes, 1 no, <input checked="" type="checkbox"/> abstain)</p>

<p><u>17. QUALIFYING STANDARDS (EDIT 17:01)</u></p> <p>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.</p> <p>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.</p> <p>Scott Robertson explained that this is to the detriment of all equipped lifters, as athletes will now need to compete at both equipped and unequipped to get both qualifying standards.</p> <p>Laine Jackart explained that it is important to register a total in each division.</p>	<p>Proposed by Jennifer Luther Thomas</p> <p>Seconded by Diana Foxall</p> <p>Motion passed by majority (43 yes, 2 no, 8 abstain)</p>
<p><u>17. QUALIFYING STANDARDS (EDIT 17:02) (vote 21)</u></p> <p>Proposed:</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;</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 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;</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, or;</p>	<p>Proposed by Jennifer Luther Thomas</p> <p>Seconded by Diana Foxall</p> <p>Motion passed by majority (43 yes, 2 no, 5 abstain)</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 previous year’s National Championships and upcoming National Championships.</p> <p>(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.</p> <p>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.</p>	
<p>POLICY PROPOSAL</p> <p>Sections for policies: Remove as approved and add sections 16. Officiating, 17. Qualifying Standards, and 19. Coaching in the BCPA policies</p> <p>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.</p> <p>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.</p> <p>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 <i>after</i> and AGM, where</p>	<p>Proposed by: Board of Directors</p> <p>Seconded by Benjamin Yu</p> <p>Motion passed by majority (29 yes, 9 no, 13 abstain)</p>

<p>their hands are tied for the next year (calling an AGM may be overkill for this purpose).</p> <p>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.</p> <p>Gabe Festing agreed with the sections BCPA has listed, with addition to 15 and 16 but the proposed document does not include them. The issue with policies is a potential for a majority of directors to make policies. Giving the BCPA this ability is detrimental</p> <p>Dennis Leong agreed and explained that is why BCPA needs robust policies. BCPA needs to get this off the ground, as it did not pass the previous year, to get things better for members in good faith and work together to create the best policies.</p> <p>Jennifer Luther Thomas commented that this backfired on CPU for the past few years; recently, CPU AGM intended to give more voting power to directors and it was voted down.</p> <p>Gabe Festing reiterated that we don't want to be calling SGM but this initial document should be approved by the member. What happened at CPU AGM is because of the added workload. He also extended his help to board members on policy proposals.</p>	
<p><u>17. PENALTIES (EDIT 12:01)</u></p> <p>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.</p>	<p>Proposed by Shadie Bourget</p> <p>WITHDRAWN (to be discussed later as BCPA has to have an ethics process by June 2024)</p>

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: New section 1 (1:01 to 1:05) (addition, and following sections renumbered); edit 2:06 (previously 1:06), edit 2:13 (previously 1:13), edit 4:07 (previously 3:07), edit 4:16 (previously 3:27), edit 14:04 (previously 13:01), correct 5:03 (previously 4:03), add 14:03.1, edit 15:03 (previously 14:03), remove 15:10 (previously 14:10), add 15:10, remove Sections 17, 18 and 20 (previously 16, 17 and 19). 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. Nomination of Directors.

Graeme Gerlach explains that the Board of Directors will consist of seven (7) directors, unlike previous years.

Dennis Leong explained read Bylaw 4:01. The first Board of Directors decided the number of directors in 1977, and the minutes state that the number on the board is seven (7). The BCPA's recommendation is to make a bylaw change in the future to set the number of directors. Jennifer Luther Thomas also explained that supporting letters state seven (7) directors.

The following incumbent members accepted their nomination: Jennifer Luther Thomas, Shadie Bourget, Dennis Leong, Justin Schubert, Graeme Gerlach.

BCPA received the following (6) nominations:

- Jeffrey Anderson
- Diana Foxall
- Morgan Haupt
- Kiana Delsouz
- Gabe Festing
- Mehar Bhogal

Nominations from the floor were not accepted because there were greater than seven (7) nominations, which is the maximum number of directors on the Board.

Each incumbent member and nominated member presented themselves to the members.

Gabe Festing withdrew his nomination as no confirmation was received regarding the validity of nomination.

7. Election of Officers

The votes proceeded through an anonymous Zoom poll.

Jennifer Luther Thomas: 47 yes
Shadie Bourget: 48 yes
Justin Schubert: 41 yes / 10 abstentions
Dennis Leong: 48 yes / 3 abstentions
Graeme Gerlach: 41 yes / 10 abstentions
Diana Foxall: 35 yes / 16 abstentions
Kiana Delsouz: 20 yes / 31 abstentions
Jeffrey Anderson: 23 yes
Mehar Bhogal: 32 yes / 19 abstentions
Morgan: 22 yes / 29 abstentions

The following seven (7) officers elected are: Jennifer Luther Thomas, Shadie Bourget, Justin Schubert, Dennis Leong, Graeme Gerlach, Diana Foxall, Mehar Bhogal.

Dennis Leong thanked everyone that stepped forward. Jennifer Luther Thomas seconded.

8. Announcements.

Blake Taylor stepped down from the position of director after serving for four (4) years on the Board of Directors and was thanked for his several contributions.

Bette Festing recently stepped down from the Officiating Chair position, which she held for over five (5) years. Her contributions were recognized and was thanked for her commitment and work to improve officiating in BC.

9. Adjournment. Meeting is adjourned at 15:48 pm.

Proposed by: Graeme Gerlach

Seconded by: Mehar Bhogal

Vote: Majority

Signed on this 2nd day of April 2024.



Shadie Bourget
BCPA Director

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

- Schedule A -

Attendee List

First Name	Last Name
Andrew	Stewart
Andrew	Wong
Angela	Thompson
Audrey	Yun
Benjamin	Yu
Carmela	Smythe
Cody	Weeks
Colton	LaJeunesse
Diana	Foxall
Donald	Lovell
Emily	Wiggins
Fable	Witzaney
Gabe	Festing
Gregory	Goana
Hanjun (Sabrina)	Jiang
Iman	Alroumani
Isaiah	Wolf
Jasmin	Khangura
Jeff	Anderson
Jenna	Jankowiak
Jeremy	Klaus
John	Quinton
Johnson	Nguyen
Jonathan	Cruz
Jordan	Phelps
Katherine	Lawrence
Kathleen	Thomson
Keith	Evans
Kelly	Wharton
Kevin	Weiss
Kiana	Delsouz

First Name	Last Name
Kim	Vernon-Jarvis
Kimberley	Hess
Kristine	Bayntun
Laine	Jackart
Mackenzie	Lee
Marc	Vezina
Margot	Croft
Mehar	Bhogal
Melissa	Kasper
Michael	Infante
MONICA	WILLE
Monica	Ma
Morgan	Haupt
Natasha	Kozak
Oleanna	San Antonio
Mary Ann	Middleton
Pat	Kowal
Ramanjot	Ghuman
Ramtin	Manavi-Kherad
Renae	Witzaney
Roland	Eslava
Scott	Robertson
Shauna	Hammer
Teresa	Gilman
Theresa	Kwan
Timothy	Branch
Tyler	McPhail
Vincci	Diguangco
Wendy	Yamazaki
Jennifer	Luther Thomas
Shadie	Bourget
Dennis	Leong
Justin	Schubert
Graeme	Gerlach

Reports

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

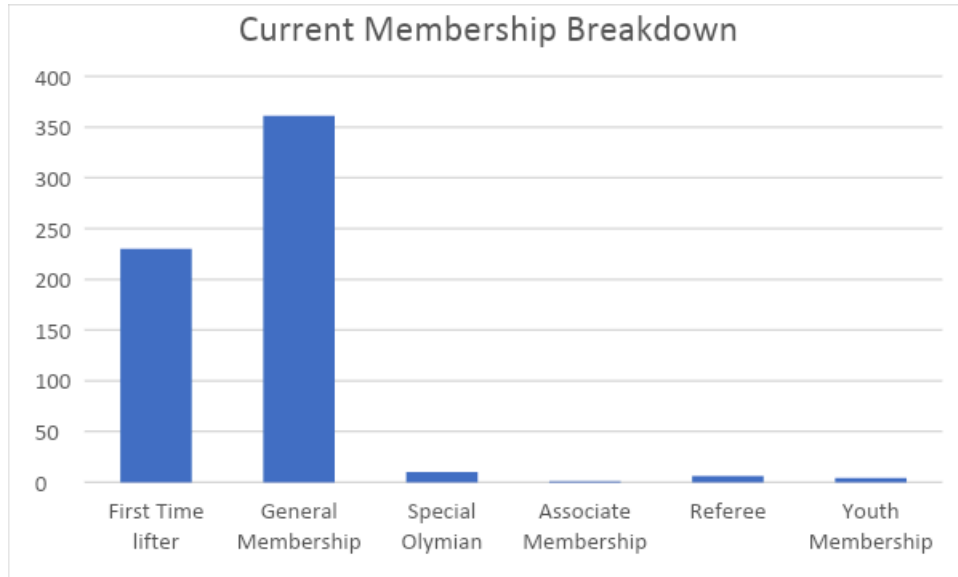
**British Columbia Powerlifting Association
2023 Income Statement**

	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

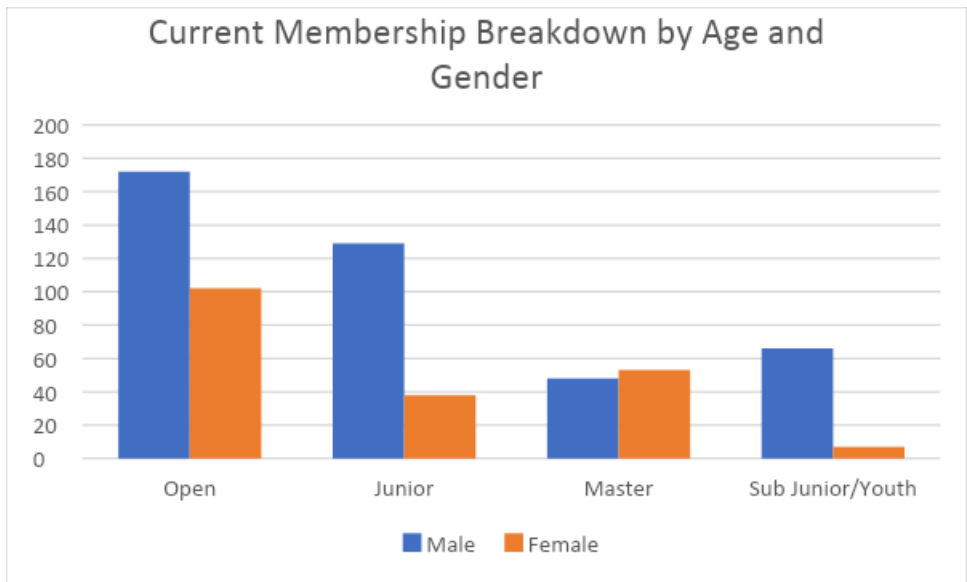
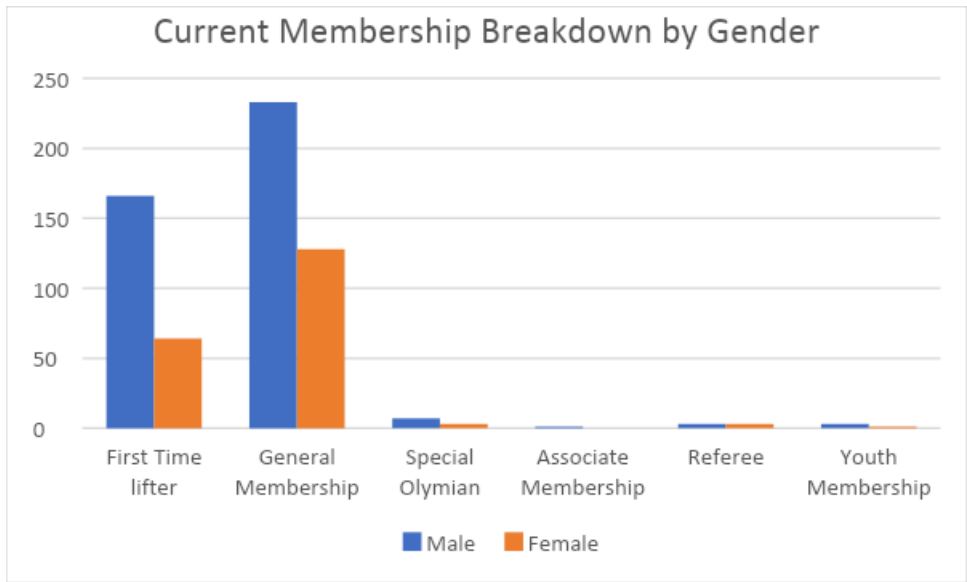
The BCPA membership numbers have consistently been above 600 the past year. At the time of writing this report the BCPA has 613 active members, with the breakdown shown below.



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

Meet	Gender		Grand Total
	F	M	
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

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.