

SSBC Annual Report 2023 – Officials Development Committee

Committee Members:

Wim Kok – Chair; Tina Peters - Vice Chair; Members: Kristina Kriek and Andrew Reith

Ex-Officio Members: Stuart Gibbs and Ted Houghton

Ted Houghton – Acting Chair August 2022

In the summer of 2022, Wim was involved in a hit and run accident near Edmonton which caused him very serious injuries. We can say, after much physical therapy and other support activities, he is doing very well.

After much discussion, the Board approved Ted Houghton to act as Chair of the committee in an ex-officio role until either Wim was able to return in his role as Chair or until the upcoming AGM

I wish to express my sincere gratitude for the support and commitment of the above committee. There was much accomplished by these devoted officials.

I wish also to thank the staff led by Valerie Linton for their assistance and guidance as we dealt with a number of involved issues. Without the commitment of the Board of SSBC in providing the resources necessary to meet the mandate of ODC, the state of officiating in BC would not be as strong as it now is. The Board has our sincere gratitude.

Achievements and Successes 2022-2023

ODC presented 4 virtual Level 1 Intro to Speed Skating and Officiating clinics where 66 attendees (including 4 from out-of-province) representing 12 clubs participated. Many thanks to Stuart Gibbs, assisted by Ted Houghton, for being the lead for this initiative.

ODC is in the process of evaluating 24 applications for upgrading to Level 1 certification and also in the process of evaluating 7 applications for upgrading to Level 2 certification.

We appointed a total of 105 officials to the 20 events ODC had input into.

SSC appointed the following SSBC officials to a total of 12 events: Andrea MacIntosh, Bill Kempers; Carolyn MacKay; Donna Bilous; Hans Terstappen; Kristina Kriek; Paul Janzen; Stuart Gibbs; Tina Peters and Thomas McLennan

ISU appointed SSC/SSBC officials Hans Terstappen, Starter to the Four Continents ST event in Salt Lake City and Stuart Gibbs, Referee to three (3) ISU events. The World Cups #1 and #2 in Kazakhstan and the European Championships in Poland.

We focused our efforts on formally expanding the Mentor/Mentee program. ODC appointed 14 Mentors and 18 Mentees.

Challenges 2022 – 2023

ODC were not able to meet their goal of presenting various Level 2 clinics based, in part, on the lack of manual resources. ODC recognized this at the start of last season and vowed to produce the necessary manuals for BC. Regrettably, this did not happen.

The upgrading process has been complicated by not knowing which clinic participants were registered with SSBC. ODC was provided a list of registered officials which left knowledge gaps. If a participant did not register as an official then they appeared to be not registered at all. Back and forth emails to staff finally resolved this issue, however, on a go-forward basis there needs to be more efficiency in making this determination.

Example: There are two senior SSBC officials who did not register as officials but rather as volunteers. They, therefore, did not appear on the officials lists and subsequently were initially overlooked for the recognition program.

One of the two primary tasks ODC is responsible for is the assignment of officials to events in BC. We assign such officials based on the event needs, the needs of the officials, the global needs of ODC and the requests of the officials. We were challenged this past season with the designation of some of the assigned (by ODC) officials being changed, by staff, to that of a volunteer and accountable to the Local Organizing Committee. Considerable ODC time was spent in resolving this issue with staff as well as providing the necessary feedback to the clubs. ODC has been assured these challenges will be mitigated for next season with a better understanding of stakeholders of the roles and responsibilities of each.

The designation change by staff of the Mentors to that of a volunteer created a challenge with some of the clubs. Three clubs did not account for the global needs of ODC and that of designated Mentee officials when compiling their event officials lists. Much time and effort, by ODC, was spent in resolving this with the clubs. As the Mentor/Mentee program is a vital component of the development of officials we believe future discussions will see this issue resolved.

It is acknowledged that the budget management is the purview of the Executive Director. Discussions throughout the season resulted in many hours of both volunteer and staff time being expended in trying to resolve where and how SSBC ODC expenses were to be managed.

It was a challenge for clubs, meet coordinators and officials across the province to know how these decisions were determined.

Four events had ODC assigned officials who were subsequently removed from the assignment list. These cancellations had a direct impact on the mentoring opportunities such assignments were directed towards. It is understood procedures are to be changed to mitigate such happenings in the future.

Strategies and Operational Goals for 2023-2024

Clinic resources:

SSBC ODC will ensure (by engaging more senior BC officials) current SSBC specific training manuals for Starters, Place Judges, Heat Box Stewards, Track Stewards, Lap Counters and Announcers are in place. The SSC manual for Referees remains a work in progress. The necessary Recorder's manual is awaiting SSC's determination of the event system to replace Meet Manager.

Expansion of Mentoring program:

The program was successful this past season. ODC will expand this program to include positions other than those focused on this past season. ODC conducted a gap analysis which identified positions of concern in various areas of the province. It is hoped that the resources will be available to have identified developing officials attended targeted events with assigned mentors.

Individual Development Plans:

This initiative will see the specific goal(s) of responding (to the survey) officials reviewed by ODC; a Navigator (guide) assigned to provide goal assistance and provide developing officials (at all levels) with needed opportunities.

Clearly, these are some ambitious tasks for the committee this coming season. As with all initiatives, human and financial resources will be factored in.

I wish to take this opportunity to thank both Tina Peters and Andrew Reith for their contributions to ODC this year and years past as they leave the committee.

Tina is working through health issues and she is in our thoughts and prayers every day as she navigates her journey.

Wim Kok and Kristina Kriek will continue to provide their knowledge and expertise for the next season and the committee is very grateful for all their hard work. Wim is well on the road to full

recovery. I also wish to thank Stuart Gibbs for all his guidance, input and sharing his knowledge with ODC.

We are led to believe there are changes to way the committees operate and we would like to see that all shareholders are an integral part of the process. Whatever transpires needs to be collaborative in order that some challenges may be mitigated.

Respectfully submitted.

Ted Houghton,

Acting Chair, SSBC ODC