



# TRACK AND FIELD / ROAD RUNNING / CROSS COUNTRY

145 Pacific Ave. Winnipeg, MB. R3B 2Z6 • Tel: 204-925-5744 • Fax: 204-925-5792

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## Office Report

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### *Competitions*

- As many of you know, we were able to successfully host two competitions prior to the holidays. Both the George Tanner Memorial Classic and the Last Chance events were reasonably well attended (given the circumstances!).
- While they will be formally approved in the spring, we even had a number of new provincial records set in a variety of age groups. Some incredible performances by athletes after two years of challenging circumstances.
- Changes to the health orders at the end of December meant that early January competitions had to be postponed while we endeavored to get clarification on the definition of tournaments and how the orders related to individual sports.
  - Once received, the updated definition received meant that the University of MB allowed us to host small competitions, and WOA was able to move forward with their Winter Open/Polar Vortex event.
  - WOA is also in the process of trying to re-work and organize a modified version of Boeing Classic – the office will assist however we can and support the event.
- Athletics Canada's Indoor National Championships have been postponed, no word on the new date yet.
- We received 14 athlete applications for the Simplot Games, which were to be held in Idaho Feb 18-19<sup>th</sup>.
  - The decision was made to cancel the event for 2022 due to continued rising cases.
  - Athletics MB had made the preliminary selection of team athletes that would have attended the event (internally), however the decision to cancel the event came before we had contacted any of the applicants.
  - This was certainly unfortunate news, but logistics of team travel to the US would have been extremely challenging and risky.
- The University of MB is still set to host the Canada West Conference Championships.
- We will be working with clubs over the coming days/weeks to make adjustments to our remaining indoor calendar of events.
- The status of our Track Attack program remains in limbo. The University of MB is not allowing this type of competition for the time being.
  - An update on this program won't be available until the next round of health orders is released at the end of the month.

### *Athletics Canada*

- Athletics Canada hosted their SAGM in person in Ottawa (the same weekend as Last Chance). Both Kathy and I attended.
  - A major part of the weekend was a "Membership Forum" looking to discuss ways of increasing membership across the country and how we can engage new groups that have previously been under served.
  - Productive conversations did occur, although it was also noted that more meaningful discussions are required in order to properly address the concerns and considerations of many groups.



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- It is evident that a greater and more in-depth understanding of the TRC Calls to Action and how they can/must be applied within our organizations is needed across the country and especially within AC leadership roles.
- An update/review of the AC High Performance funding program (CAPP) was provided. There remain some ongoing concerns among Branches that the application of the policy is not being conducted properly. (Specifically, the process through which athletes are exited from the program and the interpretation of athletes results and how they fit into the HP “funnel”). Additional discussions will occur at future Branch Council meetings, with additional follow up to be conducted through the Branch reps on the National teams Committee.
- After an emergency Athletics Canada board meeting last week, David Bedford retired (was removed) from his position as CEO of Athletics Canada due to some inappropriate conduct online. Mathieu Gentes (previously Chief Operating Officer) has taken over the position of Interim CEO.
  - As a result, our Branch Council call originally scheduled for Thursday Jan 20<sup>th</sup> was postponed.

### *Exclusive Use – Club Agreements*

- It was noted in the fall that Clubs would appreciate the opportunity to review the invoicing/billing procedures around Exclusive Use prior to the 2022-2023 indoor season.
  - To the best of my knowledge and understanding, the current system and billing amounts were established in 2014-2015. Amounts were adjusted in 2018 when the University of Manitoba increased their rental rates, however a full review of the process has not occurred since.
  - It seems there is still lingering confusion and slight distrust around how the original amounts and the breakdown per club were established.
  - I have begun a preliminary historical analysis of the numbers.
  - It is likely that a specific Exclusive Use meeting/presentation will need to be scheduled with club representatives to present the analysis of the historical data and discuss any potential updates for the future.

### *Annual Sport Manitoba Funding Application (IFF)*



- Our IFF application was submitted to Sport MB on January 17<sup>th</sup>.
- This application included a review of participation numbers, membership demographics, overall sport plan updates, a review and update of our Strategic Priorities and an updated Financial Plan.
- In addition to the written submission, we have a presentation/review meeting scheduled. Some key highlights from the presentation deck,
  - With the final deferred amount of our federal emergency covid funding we have ordered a stock of N95 masks. They come in packs of 10 and will be distributed to all coaches and officials.
    - We can place order for more if there is a need for additional supplies – this order would be at their own expense, but I have no problem coordinating the process and distributing.
  - Our staff are working with Anti-Racism in Sport Campaign, Immigration Partnership Winnipeg and Manitoba Aboriginal Sport and Rec Council to develop a running program for Indigenous girls. (In Winnipeg and in community). This program will link to the 2023 North American Indigenous Games try-outs coming up in July.



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- We were planning to have one (possibly two) staff members attend a Para Athletics Summit that was being hosted in Alberta – the even has been postponed for now, but once it is rescheduled, we do hope to have staff attend. This is an event we want to replicate in Manitoba.
- Officials Development
  - New training for Evaluators won't occur until it is safe to proceed with in person training (so timeline unknown)
  - Small recruitment session was held, another session will be scheduled for the spring
  - We will need to bring in Officials to assist with the hosting of Canada West Championships
  - New updated rule books have been ordered (both WA and WPA). Would likely be helpful to organize an online session to review the changes.
- Linking to and building off of the discussions held at the AC SAGM, the following questions will be worked on by staff and incorporated into upcoming Board meetings as part of our ongoing initiative to diversify our funding sources (and as part of our brand identity project)
  - 1) Market Segmentation – Determine where our programs fit
    - Discovery
    - Grassroots
    - Recreation
    - Competitive
    - High Performance
  - 2) Value proposition analysis
    - What do we (and each of our different programs/properties) currently offer,
      - our membership
      - potential sponsors
    - What could we (and each of our different programs/properties) offer,
      - our membership
      - potential sponsors
  - 3) Increasing Membership - What is the priority?
    - Current Market  Current Offer
    - New Market  New Offer
    - Should our focus be to engage more of “the same” or
    - Should our focus be to engage “new” (in other words, those whose needs we have previously not addressed or met)
- The answers to these questions will support the creation of corresponding online content and help to outline the most efficient next steps.
- Finally, part of the Financial Plan is a draft budget for 2022-2023 – this needs to be reviewed and approved by the board.



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## Staff Plan/Proposal

- I am looking to create some stability for our office staff, and while I recognize there is always a chance individuals will find new opportunities elsewhere, I would like to make an effort to keep our current staff around for as long as possible!
- In order to do that, it is my goal to create an environment where they feel valued and where that value is reflected in both the stability of their contracts and their salary scales.

I would like to propose the following staffing plan,

- 1) That we offer Brooke-Lynn a 3 year contract for her position as Community Development Coordinator, starting April 1<sup>st</sup>, 2022 through until March 31<sup>st</sup>, 2025.
  - a. Note: This contract would be in place REGARDLESS of whether we are able to secure external funding.
  - b. Salary scale is included below, with a future planned raise occurring in year 2 of the contract upon completion of a successful performance evaluation.
- 2) That we provide Michael with a raise for the 2022-2023 fiscal year and note that future raises would occur on a two-year cycle based on successful performance evaluations.

Additional context notes regarding the Community Development Coordinator position.

- This year (21-22), the salary for this position was covered through two grants. Canadian Tire Jumpstart Sport Relief Fund and an additional input through the Sport MB Bilateral funding program. (15k each).
- The intent is to continue to secure outside funds to support this staff position, however I believe it is in the best interest of the organization (and the staff) if we were able to provide at minimum a 3 year contract for the position.
- This contract would be in place regardless of whether outside funding is acquired and would allow the Development Coordinator some element of stability and job security.
- I have had a very preliminary discussion with the Executive Director from Manitoba Aboriginal Sport and Rec Council, and there is a *possibility* that we might be able to create joint staff position. Travel to communities has long been a priority for both our organizations, and if we are able to formalize a partnership this might prove to be a meaningful way to not only develop this position, but numerous future projects.

## Community Development Coordinator – Salary Timeline

2021-2022 fiscal year	\$32,760**	**Position was contract to begin at only \$16/hr. Once additional funding was confirmed salary went up to \$18/hr for the remainder of the year. Total for the year will be just shy of 30k.
2022-2023 fiscal year	\$32,760	1 <sup>st</sup> year of the new contract would stay at \$18/hr and Upon completion of successful annual performance evaluation...
2023-2024 fiscal year	\$35,000	
2024-2025 fiscal year	\$35,000	



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## Programs Manager – Salary Timeline

2021-2022 fiscal year	\$40,000	Upon completion of successful annual performance evaluation...
2022-2023 fiscal year	\$42,500	
2023-2024 fiscal year	\$42,500	Upon completion of successful annual performance evaluation
2024-2025 fiscal year	\$45,000	
2025-2026 fiscal year	\$45,000	Upon completion of successful annual performance evaluation
2026-2027 fiscal year	\$47,500	

We are in the process of completing a year one performance evaluation for both Brooke-Lynn and Michael. As part of this process, we will identify some key areas where external professional development opportunities would be most beneficial.

Respectfully Submitted,  
Alanna Boudreau – Jan 24, 2022