

**BC LACROSSE ASSOCIATION
2026 PROPOSED CHANGES TO THE
BCLA GENERAL OPERATING POLICY**

Proposed by Gerry Van Beek, BCLA Board President

REGULATION 5: TRAVEL 5.01 currently reads:

5.01 Travel expenses will be paid by the Association as follows:

- (i) BCLA ~~Executive and Operations Committee~~ meetings, Annual and Special meetings, expenses of ~~Executive members and Operations Committee members~~; and for other than ~~Executive and Operations Committee~~ meetings, as approved by specific ~~Directorate or~~ committee budget or as authorized by Special Resolution of the Executive.
- (ii) Senior Directorate, Minor Directorate, BCLOG, BCLCG, Field Directorate ~~and Development Committee~~ meetings, ~~within the approved budget or as authorized by Special Resolution of the Executive.~~
- (iii) ~~LC~~ meetings -- ~~three appointed delegates.~~
- (iv) Other travel --~~as authorized by the Executive, and updated annually on January 1 of each calendar year, according to the Canada Revenue Agency guidelines as published on the CRA website (Reasonable per kilometre allowance—Canada.ca)*.~~ Every effort must be made to keep costs down when travelling to and from meetings, events, etc. It is expected that if air travel and/or renting a vehicle is less expensive than per km expenses, that people will make the more economical travel arrangements. If more than one person is travelling from the same area, every effort must be made to car pool. When practical, use of ~~telephone conferencing should be considered as a substitute for in-person attendance at~~ regular meetings.

Ferry-- ~~actual cost~~

Other fares -- actual cost

Meals -- ~~up to \$40.00/day~~

Accommodation -- ~~up to \$100.00/day~~

~~<https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/payroll/benefits-allowances/automobile/automobile-motor-vehicle-allowances/reasonable-kilometre-allowance.html>~~

~~With the exception of mileage,~~ receipts will be required for reimbursement of these expenses.

- ~~(v)~~ In exceptional circumstances, actual costs incurred over the allowed amounts may be paid at the discretion of the ~~Vice President—Administration and Finance.~~
- ~~(vi)~~ Transport and Support – Within the confines of the budget, the ~~BCLA~~ may offer assistance to conveners or attendees at Provincial Championships ~~or invitational tournaments.~~

Amend REGULATION 5: TRAVEL 5.01 that would read:

5.01 Travel expenses will be paid by the Association as follows:

- (i) BCLA **Board** meetings, Annual and Special meetings, expenses of **Board** members; and for other than **Board** meetings, as approved by specific committee budget or as authorized by Special Resolution of the Executive.
- (ii) Senior Directorate, Minor Directorate, BCLOG, BCLCG, and Field Directorate meetings, **with budget approval by the Executive Director or Business Manager.**
- (iii) **Lacrosse Canada** meetings – **up to four BCLA representatives.**
- (iv) Other travel -- Every effort must be made to keep costs down when travelling to and from meetings, events, etc. It is expected that if air travel and/or renting a vehicle is less expensive than per km expenses, that people will make the more economical travel arrangements. If more

than one person is travelling from the same area, every effort must be made to car pool. When practical, use of **online meeting platforms is recommended for** regular meetings.

Ferry - **Cost of car and driver and any additional passengers on official BCLA business**

Other fares - actual cost **for official BCLA business**

Airfare – booked by or pre-approved by BCLA Executive Director or Business Manager

Meals – **a maximum of \$65/day; \$15 breakfast, \$20 lunch, \$35 dinner, must be accompanied by receipts, cannot include alcohol, must be on official BCLA business**

Mileage – 0.55/km; reimbursement begins for paid course facilitators and/or clinicians, after travel exceeds 80 km, for volunteers travel can be round trip from home to destination and back; a log of the kilometers travelled is required for mileage claims

Accommodation – **best daily rate, booked by or pre-approved by BCLA Executive Director or Business Manager**

Receipts will be required for reimbursement of these expenses.

In exceptional circumstances, actual costs incurred over the allowed amounts may be paid at the discretion of the **Executive Director**.

- (v) Transport and Support – Within the confines of the budget, the **Executive Director** may offer assistance to conveners or attendees at Provincial Championships.

Rationale: The travel policy is outdated; the meal and accommodations rates have not been updated in years. The use of the word Executive is incorrect and can be confusing, it is changed to 'Board'. Other changes make the requirements for receipts and specifically what is covered, clearer. The changes to mileage coverage, allow for different levels of reimbursement for volunteers versus those who are being paid by the BCLA. The change is the per kilometre amount brings the BCLA in line with other sport organizations in BC.

Gymnastics BC – artistic judges .64/km

Volleyball BC – U sports officials .55/km

Volleyball BC Pacwest officials .67/km

Rowing BC - .55/km

BC Soccer – general referee activities - .55/km

Speed Skating BC - .45/km

BC Athletics – officials .25-.45/km

The goal is to spend BCLA money wisely, while ensuring volunteers aren't burdened financially while supporting lacrosse.

APPENDIX B: 2025-2026 FEE SCHEDULE currently reads:

SENIOR AND MINOR BOX LACROSSE PLAYER REGISTRATION – 2026 Season			
	TEAM FEE	INSURANCE	PER PLAYER REGISTRATION
Senior A	\$285	\$450	\$84
Senior B	\$175	\$450	\$84
Senior C	\$175	\$450	Year 1 \$36 Year 2 \$48 Year 3 \$82
Junior A	\$175	\$270	\$79
Junior B – Tiers 1/2/3	\$115	\$270	\$79
U17/u22 (Minor/Female)			\$72
U15 (Minor/Female)			\$72
U13 (Minor/Female)			\$72
U11 (Minor/Female)			\$70
U9			\$70
U7			\$65
Female Box Lacrosse Recreational			\$42
Minor Box (First year associations)			\$36
Minor Box (Second year associations)			\$48

DEVELOPMENT		
SENIOR BOX LACROSSE PLAYER REGISTRATION – 2025-2026 Season		
	INSURANCE FEE	PER PLAYER REGISTRATION
Senior Box	\$450	Year 1 \$36 Year 2 \$48 Year 3 \$82
Junior Box	\$260	Year 1 \$36 Year 2 \$48 Year 3 \$82

~~Please Note:~~

- ~~1) Senior Clubs/Leagues who declare as recreational teams are not allowed to participate in any provincial championships.~~
- ~~2) If a new Senior League starts up from an area that does not currently have any organized Senior lacrosse, then they will start at Year 1 registration fees and graduate up to full fees after three years. They will be required to pay full insurance and team fees from Year One on.~~
- ~~3) If a new Senior League starts up from an area that currently does have organized Senior Lacrosse, then they will start at registration fees of Year 2, and graduate up the following year to full fees. They will be required to pay full insurance and team fees from the start.~~
- ~~4) If a recreational team starts a Senior League or joins an existing Senior League, then they will continue to pay full team and insurance fees.~~

FIELD LACROSSE PLAYER REGISTRATION – 2026-2027 Season	
	REGISTRATION
Senior	\$78
Youth	\$72
Girls Field Lacrosse (House League – U19 and Below)	\$36
Youth Field/Girls Field (first year associations)	\$36
Youth Field/Girls Field (second year associations)	\$48

RECREATIONAL	
OTHER LACROSSE PLAYER REGISTRATION – 2025-2026 Season	
	REGISTRATION
Recreational	\$42/player
School Affiliate	\$ 0

APPENDIX B: **2025-2026** FEE SCHEDULE – Page 2

BC LACROSSE COACHES FEES

Registration Fee	Paid with submission of Form 100's	\$35/Coach
Box & Field Clinics	All levels – Classroom + Floor and/or Field	\$150
	All levels – Floor and/or Field	\$ 75

BC LACROSSE OFFICIALS FEES

Registration Fees	Minor Box and Youth Field (Invoiced to Association)	\$40.00/Official
	Senior Box and Senior Field (Paid by Official)	\$60.00/Official
Box Clinics	Entry Level 1	\$ 45.00
	Level 1	\$ 60.00
	Level 2	\$ 75.00
	Level 3 +	\$130.00
Field Clinics	First Year – Level 1	\$45.00
	Level 1	\$60.00
	Level 2	\$75.00
	Levels 3-5	\$90.00

PAYMENTS TO OFFICIALS:

Senior Box Officials Payments (per game) as set out by agreements with individual leagues.

Minor Fees apply to all minor games (Co-ed and Female)

Minor Box SHOT CLOCK Officials Payment/Game - \$25

Minor Box Officials Payment/Game

U7/U9	\$30
U11	\$40
U13	\$45
U15	\$50
U17	\$55
U22	\$60

Field Officials Payment/Game (including Women's)

U7	\$25
U9	\$30
U11	\$40
U13	\$45
U15	\$50
U18	\$55
Senior Men's	\$65

Sixes Officials Payment/Game

U7/U9	\$20
U11	\$25
U13	\$30
U15	\$40
U18	\$45
Shot clock for Sixes except U7/U9	\$15

Amend APPENDIX B: 2025-2026 FEE SCHEDULE that would read:

SENIOR AND MINOR BOX LACROSSE PLAYER REGISTRATION – 2027 Season			
	TEAM FEE	INSURANCE	PER PLAYER REGISTRATION
Senior A	\$285	\$450	\$88.50
Senior B	\$175	\$450	\$88.50
Senior C	\$175	\$450	\$88.50
Junior A	\$175	\$270	\$83.50
Junior B – Tiers 1/2/3	\$115	\$270	\$83.50
U17/u22 (Minor/Female)			\$76
U15 (Minor/Female)			\$76
U13 (Minor/Female)			\$76
U11 (Minor/Female)			\$74
U9			\$74
U7			\$68
U5 (new – Insurance & RAMP fees - no Lacrosse Canada registration fee)			\$10
MEMBERSHIP FEE (Members as defined by bylaw)			\$350 annually

FIELD LACROSSE PLAYER REGISTRATION – 2027-2028 Season	
	REGISTRATION
Senior	\$82.50
Youth/ Womens	\$76
RECREATIONAL OTHER LACROSSE PLAYER REGISTRATION – 2026-2027 Season	
	REGISTRATION
Senior Womens / Masters	\$46/player
School Affiliate	\$ 0

APPENDIX B: 2026-2027 FEE SCHEDULE – Page 2

BC LACROSSE COACHES FEES		
Registration Fee	Paid upon registration	\$38/Coach
Box & Field Clinics	All levels – Classroom + Floor and/or Field	\$156.50
	All levels – Floor and/or Field	\$ 79
BC LACROSSE OFFICIALS FEES		
Registration Fees	Minor Box and Youth Field - upon registration	\$43.00/Official
	Senior Box and Senior Field – upon registration	\$64.00/Official
Box Clinics	Entry Level 1	\$ 48.00
	Level 1	\$ 64.00
	Level 2	\$ 79.00
	Level 3 +	\$136.00
Field Clinics	First Year – Level 1	\$48.00
	Level 1	\$64.00
	Level 2	\$79.00
	Levels 3-5	\$95.00

PAYMENTS TO OFFICIALS:

Senior Box Officials Payments (per game) as set out by agreements with individual leagues.

Minor Fees apply to all minor games (Co-ed and Female)

Minor Box SHOT CLOCK Officials Payment/Game - \$25

Minor Box Officials Payment/Game

U7/U9	\$30
U11	\$40

U13	\$45
U15	\$50
U17	\$55
U22	\$60

Field Officials Payment/Game (including Women's)

U7	\$25
U9	\$30
U11	\$40
U13	\$45
U15	\$50
U18	\$55
Senior Men's	\$65

Sixes Officials Payment/Game

U7/U9	\$20
U11	\$25
U13	\$30
U15	\$40
U18	\$45
Shot clock for Sixes except U7/U9	\$15

Rationale: New with the upcoming Box Season – the BCLA’s portion of registration fees will be paid to the BCLA by the registrant, during the registration process.

This eliminates the BCLA from having to invoice associations for the respective fees, which reduces the workload for both Deb Heard and all Associations finance people.

Currently we bill for the registration fee and the \$2 fee/per person to use the RAMP registration platform separately, it creates two rounds of bookkeeping work. This proposal adds that \$2 into the registration fee, so when a participant registers that amount paid to the BCLA is inclusive of both fees.

As a result, the proposal for increases in BCLA registration fees this year, are \$2 (RAMP) plus approximately 3% (rounded to dollar or 50 cent mark.)

BCLA Lacrosse Coaches/Officials fees - These fees will all be paid by the registrant when they sign up for a clinic and/or register as an Official and/or Coach as we are formalizing our registration process to include Coaches on RAMP, rather than Form 100 spreadsheets. The proposed dollar amounts reflect an approximate 3% increase with the \$2 RAMP registration cost.

Proposed by David Goulet – Field Directorate, Vice-Chair Youth

APPENDIX B: 2025-2026 FEE SCHEDULE PAYMENTS TO OFFICIALS currently reads:

Senior Box Officials Payments (per game) as set out by agreements with individual leagues.

Minor Fees apply to all minor games (Co-ed and Female)

Minor Box SHOT CLOCK Officials Payment/Game - \$25

Amend APPENDIX B: 2025-2026 FEE SCHEDULE PAYMENTS TO OFFICIALS that would read:

Senior Box Officials Payments (per game) as set out by agreements with individual leagues.

Minor Fees apply to all minor games (Co-ed and Female)

Minor Box/Field** SHOT CLOCK Officials Payment/Game - \$25**

Rationale: To be consistent with minor box for shot clock responsibilities/fees.

Proposed by David Goulet – Field Directorate, Vice-Chair Youth

APPENDIX B: 2025-2026 FEE SCHEDULE PAYMENTS TO OFFICIALS - FIELD currently reads:

Field Officials Payment/Game (including Women's)

U7	\$25
U9	\$30
U11	\$40
U13	\$45
U15	\$50
U18	\$55
Senior Men's	\$65

Amend APPENDIX B: 2025-2026 FEE SCHEDULE PAYMENTS TO OFFICIALS - FIELD that would read:

Field Officials Payment/Game (including Women's)

U7	\$35
U9	\$40
U11	\$50
U13	\$55
U15	\$60
U18	\$65
Senior Men's	\$75

Rationale: To increase recruitment and retention of officials.

Proposed by David Goulet – Field Directorate, Vice-Chair Youth

ADD **NEW section to APPENDIX B: 2025-2026 FEE SCHEDULE that would read:**

Progressive Compensation System for BC Field Lacrosse Officials

1. Purpose

The purpose of this proposal is to establish a progressive compensation system for field lacrosse officials in British Columbia that recognizes the increasing experience, competency, responsibility and contribution of officials as they develop within the officiating system.

The proposed system would maintain the existing BCLA game fee as the base compensation for all officials while providing additional compensation to officials who demonstrate sustained competency at progressively higher levels.

The intent is not to replace the existing BCLA certification structure. Rather, the proposed compensation system would operate alongside existing certification pathways and recognize officials who demonstrate that they are consistently performing at a higher level.

2. Rationale

Field lacrosse officials develop at different rates. Some officials progress rapidly because of their ability, experience and commitment, while others develop more gradually.

At present, compensation does not necessarily recognize these differences in experience and demonstrated ability.

A progressive compensation system would:

- Recognize officials who consistently demonstrate higher-level officiating ability.
- Provide an incentive for officials to continue developing.
- Encourage experienced officials to remain involved in the game.
- Recognize officials who take on additional responsibility and leadership.
- Create a transparent pathway for officials who wish to advance.
- Provide a financial incentive for continued professional development.
- Strengthen the overall quality of officiating in BC.
- Help retain experienced officials within the system.

The system should reward **development and demonstrated competency rather than longevity alone**.

3. Guiding Principles

The proposed system should be based on the following principles:

3.1 BCLA's existing game fee remains the foundation

The current BCLA game fee remains the base compensation for an official.

Progressive compensation is an additional premium paid above the applicable BCLA base fee.

3.2 Certification and compensation are separate

BCLA, Lacrosse Canada and World Lacrosse certification pathways remain important indicators of an official's development.

However, certification alone should not automatically determine compensation.

Certification should be considered as one component of the overall evidence used to determine an official's compensation classification.

3.3 Demonstrated ability is the primary consideration

Advancement should be based primarily on the official's demonstrated ability to consistently perform at the level associated with the next classification.

3.4 Experience establishes eligibility, not entitlement

Experience is an important component of development.

However, simply accumulating seasons or games should not automatically result in increased compensation.

Minimum experience requirements establish eligibility for consideration. They do not guarantee advancement.

3.5 Multiple sources of evidence should be used

No single evaluation, assignment, observer or certification should normally determine an official's compensation classification.

Advancement should be based on a body of evidence collected over the course of the season.

3.6 The system must be practical

The number of formal evaluations available to officials is limited.

The system therefore cannot depend exclusively on formal evaluations.

Peer observations, OIC observations, assignment history, tournament experience, certification, mentoring and other appropriate evidence should also contribute to the assessment process.

3.7 Classification applies to the following season

Officials should be assessed throughout the current season.

Any resulting change in compensation classification would take effect at the beginning of the following season.

This provides a clear separation between assessment and compensation and allows the Officials Committee to complete a full annual review.

4. Proposed Compensation Structure

The proposed system would contain five progressive compensation classifications.

Compensation Classification Additional Premium Per Game

Advanced	+\$5
Provincial	+\$10
Elite	+\$15
National	+\$20
International	+\$25

These amounts are **additional premiums above the applicable BCLA base game fee**.

For example, if the applicable BCLA base fee is \$55:

Classification BCLA Base Premium Total

Advanced	\$55	+\$5	\$60
Provincial	\$55	+\$10	\$65
Elite	\$55	+\$15	\$70
National	\$55	+\$20	\$75
International	\$55	+\$25	\$80

If BCLA subsequently increases the base game fee from \$55 to \$60, the premiums do not need to be changed:

Classification New BCLA Base Premium Total

Advanced	\$60	+\$5	\$65
Provincial	\$60	+\$10	\$70
Elite	\$60	+\$15	\$75
National	\$60	+\$20	\$80
International	\$60	+\$25	\$85

This approach ensures that BCLA's normal fee structure can change independently of the progressive compensation system.

5. Compensation Classifications

The classifications are intended to describe the **level at which an official consistently performs**, rather than simply the certification they hold.

5.1 Advanced Official

+\$5 per game

An Advanced official has moved beyond the basic development stage and has demonstrated the ability to independently and consistently officiate regular competition.

An Advanced official should generally demonstrate:

- Consistent knowledge and application of the rules.
- Sound positioning and mechanics.
- Appropriate use of signals.

- Consistent judgment.
- Appropriate advantage/disadvantage recognition.
- Effective communication with players and coaches.
- Appropriate whistle discipline.
- Ability to manage routine player and coach interactions.
- Professional conduct.
- Ability to work independently without significant intervention from senior officials.

Key consideration:

Can this official be assigned to a competitive game with confidence that they will provide a consistent, independent performance?

5.2 Provincial Official

+\$10 per game

A Provincial official has demonstrated the ability to handle higher-level and more competitive games.

In addition to the competencies expected of an Advanced official, a Provincial official should demonstrate:

- Strong rules knowledge and application.
- Excellent positioning and anticipation.
- Consistent recognition of advantage/disadvantage.
- Strong game-management skills.
- Ability to identify and address escalating situations.
- Effective communication in difficult circumstances.
- Consistent judgment when making difficult decisions.
- Ability to maintain control during emotionally charged games.
- Strong teamwork with other officials.
- Ability to adapt to different styles of play.
- Professional presence appropriate for high-level competition.

Key consideration:

Can this official successfully handle a high-level provincial game without the game becoming bigger than the officiating crew?

5.3 Elite Official

+\$15 per game

An Elite official has demonstrated sustained performance at the highest provincial level and has the ability to manage difficult, high-pressure games.

An Elite official should demonstrate:

- Exceptional rules knowledge.
- Excellent positioning and anticipation.
- Strong understanding of game flow.
- Excellent application of advantage/disadvantage.
- Consistent judgment in difficult situations.
- Sophisticated game-management ability.
- Ability to prevent problems before they escalate.
- Strong communication and presence.
- Ability to lead and support an officiating crew.
- Ability to adapt mechanics when circumstances require it.
- Consistency under pressure.
- Ability to work effectively with other highly experienced officials.
- Ability to mentor and support developing officials.

Elite officials should be capable of handling assignments such as:

- Provincial championship games.
- Semifinals and finals.
- Highly competitive matchups.
- Games involving significant player or coaching emotion.
- Games presenting unusual or challenging circumstances.

Key consideration:

When the game becomes difficult, does this official become better?

5.4 National Official

+\$20 per game

A National official has demonstrated competency beyond the provincial level and is capable of performing within a national-level officiating environment.

A National official should demonstrate:

- All competencies associated with the Elite classification.
- Exceptional consistency.
- Advanced game-management ability.
- Ability to work effectively with officials from different jurisdictions.
- Ability to adapt to different officiating environments.
- Strong understanding of national-level expectations.
- Ability to handle significantly elevated pressure.
- Leadership within an officiating crew.
- Ability to mentor developing officials.
- Successful performance at national-level competition where opportunities exist.
- Appropriate national certification or equivalent evidence of national-level development.

National certification alone should not automatically result in the National compensation classification.

Key consideration:

Has this official demonstrated that their performance can consistently extend beyond their normal BC officiating environment?

5.5 International Official

+\$25 per game

The International classification represents the highest level of compensation within the proposed system.

An International official should demonstrate competency appropriate to the World Lacrosse and international officiating environment.

Evidence may include:

- World Lacrosse certification.
- International assignments.
- International tournament experience.
- National-team competition.
- Successful performance in international competition.
- Advanced game-management ability.
- Ability to work effectively within international officiating crews.
- Exceptional communication.
- Consistent application of applicable international rules and mechanics.
- Leadership and mentoring capability.
- Demonstrated performance under significant pressure.

World Lacrosse certification should be an important component of consideration, but the compensation classification should ultimately recognize demonstrated performance at the international level.

Key consideration:

Has the official demonstrated the ability to perform successfully within the international officiating environment?

6. Experience and Eligibility

Experience should establish an official's eligibility for consideration but should not automatically determine advancement.

The proposed normal minimum experience requirements are:

Classification	Normal Minimum Experience	Normal Time at Previous Classification
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Advanced	2 seasons	N/A
Provincial	3 seasons	Normally 1 season at Advanced
Elite	5 seasons	Normally 2 seasons at Provincial
National	7 seasons	Normally 2 seasons at Elite
International	No fixed minimum	Determined by international pathway

These requirements should be interpreted as **normal guidelines rather than absolute barriers**.

An official must demonstrate the competency associated with the classification regardless of experience.

7. Exceptional Advancement

The Officials Committee may recommend advancement before the normal minimum experience threshold where an official has demonstrated exceptional competency substantially beyond their current classification.

Exceptional advancement should:

- Be supported by multiple sources of evidence.
- Demonstrate sustained rather than isolated performance.
- Normally involve observations from more than one experienced official.
- Be reviewed by the Officials Committee.
- Be approved in accordance with the established governance process.

This provision allows the system to recognize exceptional officials without making the normal progression requirements meaningless.

8. Competency Framework

Assessment should be based on the following core competencies.

8.1 Rules Knowledge and Application

- Understanding of applicable rules.
- Correct application of rules.
- Recognition of technical and safety-related situations.
- Consistency in interpretation.
- Appropriate use of discretion.

8.2 Positioning and Mechanics

- Effective positioning.
- Anticipation of play.
- Appropriate movement.
- Proper mechanics.
- Effective coverage.
- Consistent signals and procedures.

8.3 Judgment and Consistency

- Appropriate calls and non-calls.
- Recognition of advantage/disadvantage.
- Consistency throughout a game.
- Ability to distinguish significant events from incidental contact.
- Appropriate penalty application.

8.4 Game Management

- Ability to recognize developing problems.
- Preventative officiating.
- Appropriate communication.
- Control of emotional situations.
- Appropriate escalation of penalties.
- Maintaining game flow and credibility.

8.5 Communication and Presence

- Clear communication.
- Professional interaction with players and coaches.
- Appropriate confidence and authority.
- Ability to explain decisions when appropriate.
- Professional presence without unnecessarily dominating the game.

8.6 Teamwork

- Effective cooperation with other officials.
- Consistent mechanics within a crew.
- Appropriate communication between officials.
- Ability to support less-experienced officials.
- Leadership when appropriate.

8.7 Professionalism

- Reliability.
- Preparation.
- Punctuality.
- Appropriate appearance.
- Respectful conduct.
- Commitment to continued development.
- Positive contribution to the officiating community.

9. Evidence Used for Advancement

The assessment process should use a **body-of-evidence model** rather than a points system.

Possible sources of evidence include:

Formal Evaluations

Formal evaluations by:

- BCLA evaluators.
- Officials Committee members.
- Clinicians.
- OICs.
- Recognized senior officials.

Formal evaluations should be highly valued but should not be required every season.

OIC and Senior Official Observations

Brief observations from experienced officials should provide an accessible source of performance evidence.

A short assessment could address:

- Rules.
- Positioning.
- Judgment.
- Game management.
- Communication.
- Teamwork.
- Overall readiness for advancement.

Peer Observation

Experienced officials may observe and provide feedback on other officials.

Peer observations should normally be supporting evidence rather than the sole basis for advancement.

Assignment History

Assignment to increasingly difficult games can provide meaningful evidence of demonstrated competency.

Examples include:

- Higher-tier games.
- U18 Tier 1 competition.
- Championship tournaments.
- Semifinals.
- Finals.
- Highly competitive matchups.
- Games involving unusual circumstances.

Assignment history should be considered evidence of demonstrated trust and competency but should **not automatically determine classification**.

Certification and Development

Evidence may include:

- BCLA certification.
- Lacrosse Canada certification.
- World Lacrosse certification.
- Rules examinations.
- Clinics.
- Fitness requirements where applicable.
- Referee development activities.

Leadership and Mentoring

At higher classifications, consideration should also be given to:

- Mentoring developing officials.
- Assisting with clinics.
- Supporting referee development.
- Assisting with evaluations.
- Leadership within officiating crews.
- Supporting the OIC structure.

10. Advancement Should Not Depend on Opportunity Alone

An official should not be prevented from advancing solely because they did not receive a particular assignment. Opportunities can be affected by:

- Number of available championship games.
- Geographic location.
- Scheduling.
- Tournament structure.

- Availability of officials.
- Personal availability.
- Other assignment considerations.

Therefore:

Assignment history should be considered evidence of demonstrated competency and trust, but assignment to a particular game or tournament should not be a mandatory prerequisite for advancement.

This is particularly important in a province where opportunities to formally evaluate or expose officials to the highest levels of competition are limited.

11. Promotion Matrix

The following matrix provides a practical framework for determining advancement.

Advancement	Minimum Experience	Expected Performance	Recommended Evidence
Advanced → Provincial	3 seasons total, normally including 1 at Advanced	Consistent strong performance and ability to handle higher-level competition	At least 2 sources of evidence, preferably including an OIC/formal observation
Provincial → Elite	5 seasons total, normally including 2 at Provincial	Excellent game management, judgment, positioning and performance under pressure	At least 3 sources, preferably including formal evaluation and high-level assignment evidence
Elite → National	7 seasons total, normally including 2 at Elite	Sustained highest-level provincial performance and competency appropriate for national competition	At least 3 sources, including national-level exposure where available
National → International	No fixed minimum	Demonstrated competency within the international officiating environment	World Lacrosse pathway, international assignments and/or equivalent independent evidence

These evidence thresholds should be interpreted as guidelines rather than rigid mathematical requirements.

12. Advancement Decisions

The Officials Committee should use three general outcomes:

Advance

The available evidence clearly supports advancement to the next classification.

Maintain

The official continues at their current classification.

This should not necessarily indicate poor performance. An official may simply require additional evidence or continued experience at their current level.

Development Required

The official has identified areas that should be addressed before advancement can be considered.

The committee should provide constructive feedback wherever possible so that the official understands the areas requiring further development.

13. Assessment Should Focus on the Next Level

Officials should not be evaluated solely on whether they are a good official at their current classification.

The key question should be:

Is there sufficient evidence that this official is performing at the level associated with the next classification?

This approach allows the system to identify officials who are ready to progress while providing a clear development pathway for those who are not yet ready.

14. Multiple Observers at Higher Levels

Advancement to Elite, National or International classifications should not normally be based solely on the opinion of one evaluator, OIC, assignor or senior official.

Where practical, advancement at these levels should be supported by observations or evidence from multiple individuals.

This protects both the official and the Officials Committee by reducing the influence of individual preference or bias.

15. Maintaining Classification

Once an official has achieved a compensation classification, they should not be required to completely requalify every season.

A classification should normally be maintained unless there is significant evidence that:

- Performance has declined substantially.
- Required certification has expired.
- Required development has not been completed.
- Professional conduct concerns have arisen.
- The official is no longer consistently performing at the level associated with the classification.

The intent is to create a system of **progression and recognition**, not a system in which officials must repeatedly audition for their existing compensation.

16. Annual Assessment Process

The assessment period should take place throughout the current season.

Beginning of Season

Officials begin the season at their approved compensation classification.

During the Season

Officials are:

- Assigned games appropriate to their experience and demonstrated ability.
- Observed where opportunities exist.
- Provided developmental feedback.
- Considered for higher-level assignments where appropriate.
- Encouraged to pursue appropriate certification and development opportunities.

Throughout the Season

Evidence may be collected through:

- Formal evaluations.
- OIC observations.
- Peer observations.
- Assignment history.
- Tournament/championship experience.
- Certification.
- Mentoring.
- Professional development.
- Other relevant observations.

End of Season

The Officials Committee reviews available evidence and determines classifications for the following season.

Following Season

Approved classifications and associated premiums take effect.

17. Professional Development

The progressive compensation system should encourage officials to continue developing beyond the point at which they achieve a classification.

Officials should be encouraged to:

- Attend clinics.
- Maintain current certification.
- Participate in rules education.
- Seek evaluation and feedback.
- Mentor developing officials.
- Participate in tournaments and championships.
- Pursue Lacrosse Canada and World Lacrosse opportunities where appropriate.

At higher classifications, continued contribution to the development of other officials should be considered positively in annual reviews.

18. Relationship to BCLA, Lacrosse Canada and World Lacrosse

The compensation framework should be aligned, where appropriate, with the competency expectations established by:

- **British Columbia Lacrosse Association**
- **Lacrosse Canada**
- **World Lacrosse**

These organizations provide useful indicators of officiating development, including:

- Rules knowledge.
- Positioning and mechanics.
- Game management.
- Communication.
- Advantage/disadvantage.
- Teamwork.
- Professionalism.
- Certification and continuing development.

The proposed BC compensation system should recognize these standards while remaining flexible enough to reflect the realities of officiating within British Columbia.

19. Governance and Administration

The Officials Committee should be responsible for:

- Maintaining the compensation classification framework.
- Reviewing officials annually.
- Establishing appropriate evidence and assessment procedures.
- Maintaining records of classifications.
- Providing guidance to evaluators and OICs.
- Reviewing appeals or requests for reconsideration.
- Recommending changes to compensation premiums where appropriate.

The Committee should review the effectiveness of the system annually during its initial implementation period.

20. Appeal and Review

An official who believes their classification has been incorrectly determined should have an opportunity to request a review.

The review process should:

- Be conducted by individuals other than the original sole decision-maker where practical.
- Consider the evidence available at the time of the decision.
- Focus on the established criteria.
- Provide the official with appropriate feedback.
- Result in a final classification determination for the applicable season.

The appeal process should not become a substitute for normal annual development and advancement.

21. Implementation

The proposed system should be implemented prospectively.

During the initial implementation season:

1. Existing officials are identified and placed into an appropriate starting classification.
2. The Officials Committee establishes baseline information for officials where available.
3. Officials are informed of the criteria associated with each classification.
4. Evidence is collected throughout the season.
5. Officials are assessed using the proposed framework.
6. Classifications for the following season are established.
7. Applicable premiums take effect at the beginning of the following season.

The initial placement process should recognize existing experience, certification, demonstrated competency, assignment history and other available evidence.

22. Recommended Compensation Philosophy

The proposed system can be summarized as:

BCLA Base Fee + Demonstrated Competency Premium = Official's Compensation

The system is intended to recognize the combination of:

- Experience.
- Certification.
- Demonstrated competency.
- Assignment responsibility.
- Sustained performance.
- Leadership.
- Professionalism.
- Continued development.

Longevity alone should not determine compensation.

Certification alone should not determine compensation.

A single evaluation should not determine compensation.

Instead, advancement should be based on the **overall body of evidence demonstrating that an official consistently performs at the next level.**

23. Proposed Compensation Pathway

The overall pathway would be:

Basic BCLA Development and Certification

Advanced

+\$5/game

Provincial

+\$10/game

Elite

+\$15/game

National

+\$20/game

International

+\$25/game

The first two stages of an official's development, including BCLA's existing Development and Certification pathways, would remain outside the progressive premium structure.

The additional compensation would begin once an official has progressed into the **Advanced** classification.

24. Summary

This proposal establishes a progressive compensation system that recognizes officials who demonstrate increasingly advanced officiating ability.

It avoids tying compensation directly to certification while still recognizing certification as an important component of an official's development.

It also avoids relying exclusively on formal evaluations, which are limited in availability.

Instead, officials would be assessed through a body of evidence gathered over the course of the season.

The proposed system is:

- **Transparent**
- **Progressive**
- **Performance-based**
- **Practical**
- **Flexible**
- **Defensible**
- **Aligned with BCLA, Lacrosse Canada and World Lacrosse expectations**

Most importantly, it provides officials with a clear pathway for advancement while recognizing that officiating opportunities are not distributed equally throughout the province.

The system should encourage officials to become better referees, take on greater responsibility, contribute to the development of other officials and remain involved in field lacrosse for the long term.

Appendix A: Proposed Premium Schedule**Classification Premium Per Game**Advanced **+\$5**Provincial **+\$10**Elite **+\$15**National **+\$20**International **+\$25**

All premiums are in addition to the applicable BCLA base game fee.

Appendix B: Core Advancement Questions

When considering an official for advancement, the Officials Committee should ask:

1. Has the official met the minimum experience requirement or demonstrated a compelling reason for exceptional advancement?
2. Does the official consistently demonstrate the competencies associated with the next classification?
3. Is there evidence from more than one source?
4. Has the official demonstrated the ability to handle increasingly difficult competition?
5. Does the official demonstrate appropriate professionalism?
6. Has the official continued to develop?
7. Where appropriate, has the official contributed to the development of other officials?
8. Is the evidence sufficient to conclude that the official is consistently operating at the next level?

If the answer to these questions is generally yes, advancement should be considered.

Appendix C: Guiding Principle

Progressive compensation should recognize not simply how long an official has been involved in lacrosse, but how effectively that official has developed, performed and contributed to the officiating program.

Rationale: The purpose of this proposal is to establish a progressive compensation system for field lacrosse officials in British Columbia that recognizes the increasing experience, competency, responsibility and contribution of officials as they develop within the officiating system.
