



# **BC SOCCER**

## *2013 Candidates for the Board of Directors*

*May 16, 2013*

## Foreword

May 16, 2013

Dear BC Soccer Members,

BC Soccer has received candidate papers from the following candidates for the Board of Directors:

<b>1<sup>st</sup> Vice President:</b>	Kjeld Brodsgaard	<b>Page 2</b>	<b>Director:</b>	Don Moslin	<b>Page 12</b>
<b>VP Senior / Adult:</b>	Michael Bradley	<b>Page 5</b>		Don Dancey	<b>Page 16</b>
<b>VP Senior / Adult:</b>	Joe Cuzzetto	<b>Page 7</b>		Harjit Chima	<b>Page 19</b>
<b>VP Senior / Adult:</b>	Rob Brown	<b>Page 10</b>		Aiman El-Ramly	<b>Page 21</b>
				John Reed	<b>Page 25</b>
				Shannon Pederson	<b>Page 26</b>
				Cindy Crapper	<b>Page 30</b>

The elections process will commence with that of the 1<sup>st</sup> Vice President and proceed through the Executive to that of Directors. While the normal term of office is two years, the outcome of some elections may dictate a one-year term of office. Candidates who are not successful in their challenge for a specific position may challenge for another position as it becomes open for election.

Consistent with past practice, an individual may be nominated directly from the floor at the **Annual General Meeting** which is to be held on **Saturday, June 15, 2013**, at the **Delta Burnaby Hotel and Conference Centre, 4331 Dominion Street, Burnaby, BC**. While this may be done, the membership has indicated a strong preference for candidates to declare their interest well in advance of the AGM. Following this process allows the membership to give greater consideration to each candidate.

As you know, there are a variety of positions on the BC Soccer Board of Directors up for election at the 2013 AGM. BC Soccer has compiled the following candidates' applications that have been received to date for you to compare the various candidates' qualifications, experience and visions for BC Soccer. As a democratic organization, we believe that it is important for you, the membership, to be able to exercise an informed vote. The candidates' information is provided to you to further that goal. Please take the time to review the candidates' information, distribute it and discuss it as necessary within your networks to best inform your vote. If you wish to contact candidates in advance of the AGM, you are of course welcome to do so.

A reminder that there will be an All-Candidates meeting at the AGM where you can pose further questions to the candidates.

Best regards,

Murray Mollard  
Chair - Nominations Committee  
BC Soccer

## Kjeld Brodsgaard

### CANDIDATE FORM

<b>Name of Candidate</b>	Kjeld Brodsgaard	
<b>Address</b>	270 Plowright Rd	
<b>City &amp; Postal Code</b>	Victoria V9B 1P3	
<b>Day Time Telephone</b>	250 727 7428	<b>Mobile</b> n/a
<b>E-Mail</b>	kjeldb@gmail.com	

<b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b>
<ul style="list-style-type: none"> <li>• BCWOA (BC Wrestling Officials Association)</li> <li>• CAWOA (Canadian Amateur Wrestling Officials Association)</li> <li>• Gorge Soccer Association</li> <li>• Vancouver Island Soccer Association</li> <li>• BC Games Society</li> </ul>
<b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b>
<ul style="list-style-type: none"> <li>• VP National, VP International, and President</li> <li>• VP National, VP International, and President</li> <li>• Director, VP Adult</li> <li>• Director, Chair Sports Committee</li> </ul>
<b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b>
<ul style="list-style-type: none"> <li>• Implemental development and recruitment programs for officials. Create criteria for promotion and inclusion of all areas of BC</li> <li>• VP National developed new system of evaluation for officials and developed a process that provided maximum opportunities for promotion for all officials from all areas of the nation.</li> <li>• Main accomplishment was increasing the number of adult teams from 3 mens and one woman's teams to 6 men's and 4 women's teams along with creating a program in which the senior teams provided mentorship for youth player within the Gorge. This led to a smooth transition for Gorge Youth players to Gorge Senior teams.</li> <li>• Bringing forward the officials perspective and need for recognition.</li> </ul>
<b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b>
I have a good solid understanding of what it takes to be a player, coach, manager, and administrator in this great game. I have common sense approach to problem solving.

<b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b>
<p>Adult Competitions Committee because I believe that we can elevate our senior leagues and provincial competition to a much higher level.</p> <p>Membership Committee, because we need to find a solution to ensure that BC Soccer meets the needs of all soccer players in the province.</p>
<b>6. What do you see as the biggest challenge before BC Soccer? Why?</b>
<p>I see two challenges and the first one is the lack of BC Soccer presence in the outlying areas of BC and the second one is the huge loss of players when youth graduates.</p>

## ***SPORT EXPERIENCE***

### **Soccer: Active**

Player: 1955 to present

Started playing at age 6 and continues to do so.

### **Accomplishment**

Member of National Championship team 1975 (first team from Victoria to win national senior championship)

VISL Goalkeeper of the Year 5 times.

### **Soccer Coaching:**

Founder of Team Sales Goalkeeping Clinic (free clinics for keepers)

Coached keepers for 10 Years

Coached juvenile at Lansdowne Evening Optimist and Gorge for more than 10 years)

Coached senior for 8 years in the VISL

### **Soccer Administration**

President of Senior Program at Gorge for 6 years

Member of Gorge Executive 8 years, six as Vice President

Member of BOD VISL 15 years; 8 as Vice President, 5 as President, and 4 years as Past President

Community relations chair – Victoria FC (2004)

### **Other Sport Administration**

Member of BOD of CAWOA (Canadian Amateur Wrestling Officials Association) 12 years; four as vice president national, four as president

Member of BOD of CAWA for four years.

Member of BOD BCWOA 16 years in a variety of ways

Member of Board of Directors BC Games Society – Currently Chairman of Sport Committee. 2010 to present

### **Major Events Involvement:**

1987 World Espoir Wrestling Championships – responsible for all officials

1993 Chairman of Organizing Committee for the Commonwealth Wrestling Championships – involved 10 countries.

1990 - 1994 Sports Chair of Wrestling for the 94 Commonwealth Games

- 2002 Member of ORG 02 FIFA U19 Women's World Cup. –responsibilities included transportation, security, hotels et al.
- 2004 Gold Cup – as above
- 2007 ORG U20 World Cup Vice Chair Operations – responsible for transportation, accommodations, training venues, and liaisons.
- 2013 World Men's Curling Championships – coordinated Ambassadors and acted as Ambassador for Denmark

Numerous other events hosted in our city involving CONCACAF and FIFA. Specifics seems to have been lost over time

Officiated at 20+ World Championships

3 Pan AM Games

3 Commonwealth Games

2 Olympic Games

### **Honours**

2002 Canada Official of the Year – Officials Association of Canada

2003 BC Sports Official of the Year

Numerous times BC Wrestling Official of the Year

Scholarship established in Brodsgaard Name by BCWOA

Award created in Brodsgaard name by CAWOA

## Michael Bradley



### CANDIDATE FORM

<b>Name of Candidate</b>	Michael Bradley	
<b>Address</b>	1442 Elford Street	
<b>City &amp; Postal Code</b>	Victoria V8S 3S8	
<b>Day Time Telephone</b>	250.595.4306	<b>Mobile</b> 250.812.0648
<b>E-Mail</b>	Mb.bcsa@telus.net	

#### 1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?

- Lower Island Women Soccer Association, Vice President (2007-2012)
- BC Government Employees Coed Soccer Society, President (2003 – Present)
- Victoria High School Alumni Association, Treasurer (2002 – 2008)
- St. Andrews Cathedral Finance Committee, Members (2007-2013)

#### 2. What positions have you held with respect to the foregoing (i.e. question 1)?

See Above

#### 3. List your accomplishments on NPO Boards. Please list the NPO's separately.

I am currently Vice President Adult Leagues with BC Soccer. I joined the Board last year as a Director. Due to the unfortunate passing of Les Sinnot and the need to fill board vacancies I accepted the position of Vice-President. In addition to this position, I am also Chair of the Governance Committee and a member of the Finance, Competitions and Risk Management Committees. I am also the liaison contact for the Thompson-Okanagan region, making several trips into the area to establish and renew contracts with members in that area. This work has been challenging and exciting, the current Board is a working board with lots of issues to deal with.

In the past year I have chaired meetings of the Adult League and co-chaired Youth District Chairs meeting and contributed to monthly meetings of the Finance committee and Risk Management. The most intense work has been in the field of Governance; this work is similar in nature to my previous work in the provincial government as a senior policy advisor.

I am currently the President of the BC Government Employees Coed Soccer Society (an Associate member of BC Soccer). I have held this position for 10 years; during this time I increased the size of the League and extended the playing season to 18 weeks between April and August. I have be successful

in putting the League on a sound financial footing and created the League as a Society, and will be seeking the approval of members this year to join BC Soccer.

For five years I served as Vice President of the Lower Island Women's Soccer Association. During that time I represented LIWSA at BCSA Adult League Meetings, and also represent LIWSA on the early finance working group and other meetings. During this time I revised and updated the LIWSA Rules and Regulations. I also sat on numerous Discipline boards.

I was previously Treasurer of the Victoria High School Alumni Association. This organization boasts a membership of 15,000. As Treasurer is transitioned the accounting system from paper ledgers to a computer based accounting system., established monthly reports to the Board of Directors, established accounting and banking controls for special accounts and automated the annual tax receipt printing and distribution.

**4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?**

I bring significant experience as a program manager and senior advisor gained in 30 years of public service in the federal and provincial government and in non-profit organizations. In past year I have also served as Vice President of Adult Leagues and Chair of Governance Committee, this experience has allowed me to use many of acquired skills from my carrier to the betterment of our sport.

My experience includes policy development and analysis, program design and implementation, program evaluation, legislation development, human resource management, coordination and leadership of projects for senior management, establishment of document control processes, contract administration, budget planning and issues management.

**5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?**

I currently serve as Chair of the Governance Committee and Chair of the Adult Leagues. I am a member of the Finance, Risk Management, Adult Competitions, and Registration committees. I am also the liaison contact for the Thompson-Okanagan region.

I would like to continue these assignments, depending on the make-up of the new Board.

**6. What do you see as the biggest challenge before BC Soccer? Why?**

For BC Soccer the next two years as the Women's World Cup comes to British Columbia, will present a rare opportunity to expand the BC Soccer brand and bring soccer to all levels and all parts of this Province. BC Soccer must be prepared for these events and help prepare our members for an influx of people of all and skill sets wanting to play or be involved in soccer.

This is an opportunity that cannot be missed, it will enable the Association to greatly expand and establish soccer as the premier amateur sport in British Columbia. We can achieve this by having our infrastructure ready to support these events through good administration, sound financial status, adaptable rules and regulations that encourage soccer and membership in this organization in all parts of the province. We will also have an opportunity to work with a new Provincial government, as they bring forward initiatives for the health and wellness of the population, we can link to these initiatives to promote our sport as contributing to the wellness of the community.

## Joe Cuzzetto

### CANDIDATE FORM

<b>Name of Candidate</b>	Joe Cuzzetto	
<b>Address</b>	2609 East 6th Avenue	
<b>City &amp; Postal Code</b>	Vancouver, BC V5M 1R4	
<b>Day Time Telephone</b>	604 728 6134	<b>Mobile</b> 604 728 6134
<b>E-Mail</b>	joecuzzetto@gmail.com	

<p><b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b></p> <ul style="list-style-type: none"> <li>• Futsal Canada Board</li> <li>• ICSF Soccer Association</li> <li>• Our Lady Of Sorrows Parish Committee</li> </ul>
<p><b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b></p> <ul style="list-style-type: none"> <li>• Director - Futsal Canada</li> <li>• Coaching Committee - ICSF</li> <li>• Member - Our Lady of Sorrows Parish Committee</li> </ul>
<p><b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b></p> <p>Helped to promote and develop Futsal in BC and across Canada.</p> <p>As a player was a member of Canada Futsal Team at the 1985 World Championship in Spain.</p> <p>As a member of the coaching committee:</p> <ol style="list-style-type: none"> <li>1. Ensuring the coaches obtain proper certification.</li> <li>2. Providing and enforcing age-specific soccer drills and training sessions.</li> <li>3. Visited soccer organizations in Italy, examined player development models and collaborated with international professional youth coaches.</li> </ol> <p>As a member of the OLOS Committee I was responsible for planning fundraising events (community photo directory) to complete restoration on parish structure.</p>
<p><b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b></p> <p>I feel that my collaborative skills and working in team/group situations is one of my strongest assets. My extensive involvement in the game as a player and coach both provincially and internationally along with my business background in Marketing will allow me to provide valuable input and insight into the growing game of soccer in BC.</p> <ul style="list-style-type: none"> <li>• 4 time Canadian Champion</li> <li>• Provincial B License</li> </ul>



<ul style="list-style-type: none"> <li>• Marketing Management Diploma</li> <li>• Bachelor of Arts Degree</li> </ul>
<b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b>
<ul style="list-style-type: none"> <li>• Seniors Committee - To develop and help facilitate the promotion of Senior Soccer for both Men and Women through BC Soccer.</li> <li>• Soccer Development</li> <li>• HPL Advisory Committee - To ensure the pathway for player development at this stage.</li> </ul>
<b>6. What do you see as the biggest challenge before BC Soccer? Why?</b>
<ol style="list-style-type: none"> <li>1. To maintain the harmony with the membership.</li> <li>2. To ensure financial accountability for all the services BC Soccer provides.</li> <li>3. To establish strong unity for the pathways to player development.</li> <li>4. To reach out and listen to all areas of the province.</li> </ol>

## RESUME

### PERSONAL DATA

**Date of Birth:** March 31, 1960  
**Languages:** Bilingual in English and Italian, some French , some Spanish  
**Telephone :** 604 728 6134  
**Email:** joecuzzetto@gmail.com

### EDUCATION

Bachelor of Arts Degree 1983  
 Simon Fraser University, Burnaby , B.C.

Marketing Management Diploma 1986  
 British Columbia Institute of Technology

Provincial B Soccer Coaching License 2001  
 Level 3 Coaching Theory

### SOCCER ACHIEVEMENTS

Columbus FC Canadian Champions 1978  
 Pacific Coast League Champions 1984, 1988, 1989  
 JFK Kennedy Cup Champions 1989  
 Pacific Rim League Cup Champions 1985  
 Provincial Cup Champions 1978  
 Provincial Cup Champions Masters 1993, 1995, 1997, 2000  
 Canadian Masters Champions 2003  
 Over 40 League and Cup Champions 2013  
 BC U16 Selects Canadian Champions 1976  
 BC U21 Selects Canadian Champions 1981  
 Canada Summer Games  
 Canadian National Futsal World Futsal Championships Spain 1985  
 BC Place International Against Ajax of Amsterdam and Glasgow Celtic 1985  
 Simon Fraser University N.A.I.A. Finalist 1980

**INDIVIDUAL**

Pacific Rim League All Star 1985, 1986  
Pacific Coast League All Star 1984  
Most Valuable Player, Columbus FC 1983, 1985  
N.A.I.A Far West Tournament All Star, Seattle 1981

**COACHING EXPERIENCE**

Vancouver Whitecaps U13 Boys North American Champions Super Y League 2004  
Vancouver Whitecaps U14 Boys Qualified for North American Super Y League 2005  
Vancouver Whitecaps U15 Boys 3rd place at North American Super Y League 2006  
Vancouver Selects U14 Boys 2004  
I.C.S.F. U6 to U13 Boys(1994 -2003) Vancouver Cup Champions 2001, 2002  
I.C.S.F. U11 Girls 2007  
Excel U13 Boys Tournament in Perugia, Italy and San Marino 2004, 2008  
Excel Soccer Camps 2002-Present  
Cliff Avenue Soccer Academy 2008-2010

**EMPLOYMENT**

San Remo Food Importers Limited Sales Manager 1987-Present

## Rob Brown

### CANDIDATE FORM

<b>Name of Candidate</b>	Rob Brown	
<b>Address</b>	PO Box 326	
<b>City &amp; Postal Code</b>	Harrison Hot Springs, V0M 1K0	
<b>Day Time Telephone</b>	604-796-0138	<b>Mobile</b> n/a
<b>E-Mail</b>	n/a	

<b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b>
<ul style="list-style-type: none"> <li>• Chilliwack Lawn Bowling</li> <li>• Fraser Valley Soccer Referees Association</li> <li>• Fraser Valley Soccer League</li> </ul>
<b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b>
<ul style="list-style-type: none"> <li>• Chilliwack Lawn Bowling – Director and Vice President</li> <li>• Fraser Valley Soccer Referees Association - Chairman</li> <li>• Fraser Valley Soccer League – President – Director – Registrar – Referee Scheduler – Discipline Chair and member of Discipline Committee</li> </ul>
<b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b>
<p>BC Soccer creation of the "B" Cup (Keith Millar and Leeta Sokalski) for lower division teams. To make sure all the membership were being served.</p> <p>Proposed the League involvement in regards to the rotation movement of locations each year for the Provincial Cup Finals. Thus giving different communities the opportunity to see the Finals.</p> <p>Fraser Valley Soccer League created a "B" Cup the President's Trophy to cater to lower divisions.</p> <p>Initiated the need for the position of an Administrator for the Fraser Valley Soccer League</p>
<b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b>
<p>Served at all levels of Adult Soccer and understand their needs.</p> <p>Coached boys and girls at youth level.</p> <p>Coached Women's Soccer.</p> <p>Referee at all levels in Canada and attained the levels of National Referee and FIFA Assistant referee.</p> <p>Have had the honor of refereeing two Provincial Finals (Male and Female). As well being an Assistant</p>

<p>referee in two.</p> <p>Refereed Sun Cup Final at the Youth Level.</p> <p>Participated as an official in the NASL – CSL – APSL. Refereed at the Gillette Under 20 Cup. Assistant Referee at the Under 20 World Cup.</p> <p>Currently a member of the Referee Development Committee.</p> <p>Past Chair of the Adult Membership Registration Committee.</p> <p>Member of the Adult and Youth Competitions Committees</p> <ul style="list-style-type: none"> <li>• Life member of BC Soccer – Fraser Valley Soccer League – Fraser Valley Soccer Referees – Past BC Soccer Vice President of Adult Soccer.</li> </ul>
<p><b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b></p>
<ul style="list-style-type: none"> <li>• Adult Competitions</li> <li>• Youth Competitions</li> <li>• Referee Development</li> <li>• Awards Committee</li> </ul>
<p><b>6. What do you see as the biggest challenge before BC Soccer? Why?</b></p>
<p>Grass Roots Soccer and making sure that there is a place for everyone to play at all levels (Youth and Adult)</p> <p>To continue working with membership to ensure that they know the full benefits and programs that BC Soccer has to offer.</p>

## Don Moslin

### LETTER

Don Moslin  
BC Soccer Director  
5945 Devon Place  
Nanaimo, B.C.



April 23, 2013  
**2013 – 15 BCSA Director Position**

I am willing to allow my name to stand for a Director for the British Columbia Soccer Association. I have thirty six years of experience in coaching, officiating, and administration at various levels of soccer in the Province. Presently, I am currently a Director with BC Soccer, but have also been involved with numerous soccer and sports executives over the years. I feel I have a considerable amount of experience to offer to this position. Please refer to the attached resume.

Over the past six years, I have had the pleasure of being an active member on the Competition Committee, Soccer Development Committee, Events Committee, Nominations Committee, and Membership Committee, as well as assisted in the review, selection and recommendation of the various BCSA scholarships and awards. During this past year, I have had the pleasure to be appointed the Soccer Development Committee Chair. In addition, I have been the BC Soccer representative to the CSA Futsal Committee.

In the past, I have occupied the position of Chairman of the Nanaimo and District Youth Soccer Association as well acted as a Director for that Association. In addition, I have been the Secretary and Technical Director for UISA. I am presently the Commissioner of BC Secondary Schools Soccer Commission, where the Commission is responsible for and over looks all of the soccer within the BC school system as well as the various Championships associated with school soccer. In this position, I have acquired relationships with various soccer groups in the community. From my continued involvement, I have come to understand the importance of effective governance and administration and how it is important to listen to and address the concerns of the various stakeholders within an organization.

I feel, I will continue to offer my considerable amount of soccer experience in a variety of areas; administrative, provincial team coaching, competitions, and technical background to the BC Soccer Board. I have the support of my wife to allow my name to stand for the BC Soccer Board. I feel I have both the time and the energy to commit to this important position.

Thank-you in advance for your time and energy in the perusal of this application, and if anyone wishes to discuss anything, I am available to answer any questions or concerns.

Sincerely yours,

Don Moslin  
250-756-2064

## CANDIDATE FORM

<b>Name of Candidate</b>	Don Moslin	
<b>Address</b>	5945 Devon Place	
<b>City &amp; Postal Code</b>	Nanaimo, B.C., V9V 1E5	
<b>Day Time Telephone</b>	250-756-2064	<b>Mobile</b> 250-802-4438
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<b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b>
<ul style="list-style-type: none"> <li>• UISA (Upper Island Soccer Association)</li> <li>• NDYSA (Nanaimo and District Youth Soccer Association)</li> <li>• BC SCHOOL SPORTS and BC Secondary Schools Soccer Commission</li> <li>• Upper Vancouver Island Development Center For Soccer (UVIDCS)(Regional Training Center)</li> </ul>
<b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b>
<ul style="list-style-type: none"> <li>• UISA (Upper Island Soccer Association – Secretary, Soccer Development/Technical Chair, Director</li> <li>• NDYSA (Nanaimo and District Youth Soccer Association) – Chairperson, Vice Chairperson, Soccer Development/Technical, Risk Management, Director</li> <li>• BC SCHOOL SPORTS – Director, and Soccer Commissioner and Soccer Commission Financial Chair</li> <li>• Upper Island Development Center For Soccer (UVIDCS) – Director and Technical Chair</li> </ul>
<b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b>
<ul style="list-style-type: none"> <li>• Assisted with Upper Vancouver Island Development Center For Soccer hiring of a head coach for it Regional Training Center</li> <li>• Assisted with BC SCHOOL SPORTS in their review and revision of Bylaws and Rules and Regulations</li> <li>• Standardized the hosting of Provincial Championships at the High School Soccer level (BC SCHOOL SPORTS and BC Secondary Schools Soccer Commission) and the development of the Commission logo for branding purposes</li> </ul>
<b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b>
<ul style="list-style-type: none"> <li>• Extensive competitions background (have been involved in Regional, Provincial, and National Competitions)</li> <li>• Extensive Soccer Development/Technical Background (have completed courses up to and including "A" License and Level 5 Theory)</li> <li>• Past Canadian Soccer Association Futsal Committee member</li> <li>• An excellent knowledge of the education system which is important to scholarship selection and the development of soccer at the various levels – (Kicking In The Schools Program)</li> <li>• Understanding of financial and fiscal responsibilities</li> <li>• Having lived in various parts of BC (North West, Kootenays, Thompson-Okanagan, Vancouver Island) I have experience from being involved and the difficulties in soccer in those regions</li> <li>• I have coached at the Youth, Adult, and post-secondary level</li> </ul>

<b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b>
<ul style="list-style-type: none"> <li>• Competitions</li> <li>• Soccer Development</li> <li>• Events/Scholarships</li> <li>• Membership and Nominations Committee</li> <li>• On any Committee where the President feels I would be an asset to the organization</li> </ul>
<b>6. What do you see as the biggest challenge before BC Soccer? Why?</b>
<ul style="list-style-type: none"> <li>• Providing and delivering services, programs, and events to all of the members</li> <li>• Provide effective efficient communication with various member groups</li> <li>• Work with member groups to enhance and improve the transition from U 18 to Adult in an attempt to retain a larger portion of graduating Youth players</li> </ul>

## RESUME

**Don Moslin**  
**5945 Devon Place**  
**Nanaimo, B. C.**  
**V9V 1E5**  
**250-756-2064**  
[dmoslin@sd68.bc.ca](mailto:dmoslin@sd68.bc.ca)

### Formal Education Training

- Masters of Arts in Administration and Supervision, Gonzaga University, Spokane Washington, August 2004
- Bachelor of Education, University of Victoria, May 1986, with a double major in Physical Education and Biology

### Teaching Experience

I have been a teacher in B.C. the since 1986 and have taught the following courses P.E. 8, 9, and 10, 11, and 12, Soccer Academy 8, 9, 10, and 11, Biology 11 and 12, Science 8, 9, and 10

### Sports Administration/Executive Experience

I have a vast and varied experience from my involvement in sports and soccer in B.C.

#### **British Columbia Soccer Association**

- |  |                 |
|--|-----------------|
| ○ Competition Committee                  | 2007 to present |
| ○ Co-Chair                               | 2010 to 2012    |
| ○ Technical/Soccer Development Committee | 2007 to present |
| ○ Chair                                  | 2012 to present |
| ○ Membership Committee                   | 2008 to 2010    |
| ○ Events/Scholarship Committee           | 2007 to present |
| ○ Futsal Committee Chair                 | 2009 to present |
| ○ Futsal Rep to CSA Futsal Committee     | 2010 to 2012    |

- Nominations Committee 2008, 2010, and 2012

#### **Upper Island Soccer Association**

- Secretary/Technical Director 2003 to 2007

#### **Nanaimo and District Youth Soccer Association**

- Various positions – Chairman, Vice Chairman, Director, and Risk Management from 1990 to 1999

#### **Upper Vancouver Island Development Center for Soccer**

- Director/Technical Chair 1994 to 2001

#### **BC Summer Games**

- Co-Chair for Soccer at 2004 BC Summer Games in Nanaimo
- Co-Chair/Representative/Coordinator for Zone 6 2004 to 2009

#### **BC School Sports**

- Various positions – Zone Representative, Director, Chair of Coaching Development, Rules and Regulations Review, Competition Standards, Chair of Sports Academy Task Force 2002 to 2009

#### **BC Secondary Schools Soccer Commission**

- Boys and Girls Soccer Commissioner and/or Regional Director from 1994 to present

#### **Coaching Training**

I have achieved the highest level of certification in National Coaching Certification Program – “A” License Soccer Technical and presently completing Level 5 Theory. Furthermore, I am and/or have been certified as a Coaching Course Facilitator for both the Technical and Theory components of coaching. I am a Chartered Professional Coach with Coaches of Canada and have been since its inception.

#### **Coaching Practical**

I have been coaching soccer in British Columbia since 1977 and coached many levels of soccer during that time – Youth, Senior, College, School, University, BC Provincial teams. I have coached ten (10) years at the Youth level, eleven (11) years at the Senior level, 20 years at the School level, 9 years at the College/University level, and seven (7) years at the Provincial team level. During my coaching career the teams I have coached and have successfully represented BC both in National Championships as well as in International competitions. Furthermore, I have coached in numerous regions of the province – Kamloops (Thompson-Okanagan), Kitimat (Northwest), Golden (Kootenays), Nanaimo (Vancouver Island), and Vancouver/Lower Mainland (Provincial Teams).

#### **Coaching Accomplishments/Achievements**

I have been recognized for my efforts and commitment to the development of soccer in B.C. by receiving various coaching recognition awards – 3M Coaching Canada National Award Recipient, BC Soccer Association Coach of the Year, and BC Colleges Coach of the Year.



## Don Dancey



### CANDIDATE FORM

<b>Name of Candidate</b>	Don Dancey	
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<b>City &amp; Postal Code</b>	South Surrey, V4A 2B1	
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<p><b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b></p> <p>I sat on the Vancouver Youth Soccer Association board for 23 years starting in 1990.</p>
<p><b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b></p> <p>I was Referee Coordinator, Schedule Maintainer, Vice Chair and Chair of the District from 1990 – 2002.</p>
<p><b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b></p> <p>I instigated the performance bend that is still being used in the 4 District and now Provincial Cup. I helped to develop the Pyramid of Play, I was on the very first committee of the Select League.</p> <p>Through VYSA I was very active on many BCYSA committees.</p>
<p><b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b></p> <p>I am willing to listen and react to our member's needs. I spent many years at the District level. I understand the grassroots and their issues. Having spent this much time definitely helps you to serve at the Provincial level.</p>
<p><b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b></p> <ul style="list-style-type: none"> <li>• Competitions – There is still a lot that can be done here to improve the Provincial Cup.</li> <li>• Events – I believe that this committee needs to work to run events around the Women's World Cup.</li> <li>• Diversity – This is a very positive and unique committee working to help people move forward.</li> </ul>
<p><b>6. What do you see as the biggest challenge before BC Soccer? Why?</b></p> <p>The biggest challenge that I see is to be able to get everyone in the Province to work towards the same goal of Development for both Youth and Senior. Everyone needs to see that all areas of the Province need to be treated equally.</p>

## *RESUME*

Don Dancey

Director of BCSA

My objective is to be selected to a new term on the BCSA Board of Directors. I feel that I have all the qualifications that are necessary for this role. I have been involved in all aspects of our game. For those of you who know me you know what I have done and what I am able to do. I have played, coached, refereed and been a very active Administrator over the past many years.

A brief history is as follows:

- I refereed in both Vancouver and Burnaby from 1968 – 1995
- I sat on the VYSA Board of Directors from 1979 – 2002
- I was the Referee Scheduler and Coordinator from 1980 – 1986
- I was the Schedule Maintainer from 1987 – 1990
- I was the Vice Chair from 1988 – 1990
- I was the Chair of the District from 1990 – 2002
- I was a Select Team Manager from 1985 – 1987. Our team won the Nationals in the 85/86 season and was Bronze in the 86/87 season
- I sat on the BCYSSL Select Committee for a number of years
- In the 1988/89 season I instigated the Performance Bond that is still being used in Vancouver and has been adopted by the 4 District League and a lot of it is being used in the Provincial Cup Series. I sat on the Committee for a number of years
- During the 1993 – 97 seasons I sat on the two Committees for BCYSA. They were the Referee Operation Committee (ROC) and also I have heavily involved in the Pyramid of Play. Because we were committed to the Youth of the Province we worked hard to develop these and it is good to see that headway has been made
- In 2002 I was given a Lifetime Member Award in Vancouver
- In 2003/04 I was given the Pioneer of the Year for the 4 District League

I have also received the President's Award from the BCSA. From 2002 to present I have happily sat on the BCSA Board of Directors. During this time I have been involved on many Committees. I have Chaired or Co-Chaired on Competitions, Discipline, and Events. I have also been on the Finance Committee. In February 2007 I was appointed by Steve Reed to represent BC on the CSA Competition

Committee. This is quite an honour and in October 2007 I was the CSA Rep at the Senior Nationals in Halifax. In 2008 I was the CSA Rep at the under 18's in Toronto. I have now been appointed by the CSA to sit on the CSA Competition Committee for the next 2 years. In 2009 I was CSA Rep of under 18's in Edmonton and again in 2010 I was appointed by John Knox to be CSA Rep in Newfoundland for under 18's. In 2011 I was the CSA Rep for under 18's in Fredericton. In 2012 I was CSA Rep at the Senior Jubilee and Challenge Cup in Winnipeg and I will be the same in Halifax for 2013.

It is a real honor to sit on the CSA Competition Committee as I sit with other members from all Provinces and I am aware of many National situations as I learn from all of them.

We need to work with all our Provincial Districts and leagues to ensure that everyone is being treated the same no matter where they live.

I am currently on the Diversity Committee. This is an important committee as we look forward to the 2015 Women's World Cup. We are travelling around the Province to see what the concerns are with the women and young ladies as they try to move forward in our game. We need to set easy paths for them to follow.

My future goals will be to continue working on these various Committees in the next couple of years. We all need to help each other in continuing to foster a strong relationship Provincially and Nationally. I want to work with the Competition Committee to improve our Youth and Senior Competitions. These Competitions need to be our premier events in our Province. Everyone needs to be able to participate no matter where they live in our Province. We need to be able to assist everyone who wants to be part of it.

Finally, I have created a Scholarship in my family's name. This shows my dedication to our game. I would like to thank Surrey Metro for their contribution.

## Harjit Chima



### CANDIDATE FORM

<b>Name of Candidate</b>	Harjit (Harshy) Chima	
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<b>City &amp; Postal Code</b>	Burnaby, BC V5E 2E5	
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<b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b>
<ul style="list-style-type: none"> <li>• Semiahmoo Volunteer Community Police Society (Red Serge)</li> <li>• South Granville Senior's Center</li> </ul>
<b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b>
<ul style="list-style-type: none"> <li>• Red Serge – Director at Large</li> <li>• South Granville Senior's Center – Director at Large, Finance Committee</li> </ul>
<b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b>
<p>Red Serge</p> <ul style="list-style-type: none"> <li>• On-going Fundraising</li> <li>• Promote awareness and benefits</li> <li>• Collaboration and networking to maximize exposure</li> <li>• Assist in coordinating annual fund raiser</li> </ul> <p>South Granville Senior's Center</p> <ul style="list-style-type: none"> <li>• Active fundraiser</li> <li>• Encourage and promote change management to embrace new methods and planning resources</li> <li>• Collaboration and networking to share resources and ideas</li> <li>• Assessed organizational performance to ensure maximum effectiveness</li> <li>• Assessed compensation structure to ensure parity amongst like organizations</li> </ul>
<b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b>
<p>Being in the financial industry for over 20 years, I have been able to develop the following professional skills:</p> <ul style="list-style-type: none"> <li>• Strong interpersonal and communication skills</li> </ul>

<ul style="list-style-type: none"> <li>• Leadership and motivational skills</li> <li>• Creative listening and thinking</li> <li>• Strong organizational and goal setting skills</li> <li>• Negotiation and teamwork</li> <li>• Change Management (Implementation)</li> <li>• Diplomacy</li> </ul>
<p><b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b></p>
<ul style="list-style-type: none"> <li>• Soccer Development Committee – To be a part of a committee that is able to develop rules and strategies to educate and inspire individuals of all ages to play</li> <li>• Judicial Committee – To ensure that value and respect is maintained during the implementation of rules, regulations and guidelines.</li> </ul>
<p><b>6. What do you see as the biggest challenge before BC Soccer? Why?</b></p>
<p>As a province it is clear that we have an abundance of talent in our soccer system. Our diverse demographic continues to show strength in its many tiers of soccer.</p> <p>I would like to see BCSA continue to enhance player development at a younger age (grass roots) in order to allow them to showcase their talents, promoting them to national and international levels.</p>

# Aiman El-Ramly

## CANDIDATE FORM

<b>Name of Candidate</b>	Aiman El-Ramly	
<b>Address</b>	6480 Constable Drive	
<b>City &amp; Postal Code</b>	Richmond, BC V7E 3Y6	
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<b>E-Mail</b>	aiman@ze.com	

<b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b>
<ul style="list-style-type: none"> <li>• Richmond Girls Soccer Association: Chair</li> <li>• Richmond Soccer Association: Chair</li> <li>• Fusion FC: Vice Chair</li> <li>• Vancouver Richmond Girls Soccer Association: Vice Chair</li> <li>• Richmond Sports Council: Director</li> <li>• Richmond BC Senior Games: Promotions Director</li> </ul>
<b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b>
<ul style="list-style-type: none"> <li>• Richmond Girls Soccer Association: Chair</li> <li>• Richmond Soccer Association: Chair</li> <li>• Fusion FC: Vice Chair</li> <li>• Vancouver Richmond Girls Soccer Association: Vice Chair</li> <li>• Richmond Sports Council: Director</li> <li>• Richmond BC Senior Games: Promotions Director</li> </ul>
<b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b>
<ul style="list-style-type: none"> <li>• BCSA President's Award, twice</li> <li>• Hosted several Provincials, hosted Coastal Cup for last 6 years</li> <li>• Successfully chaired two district boundary dispute processes</li> <li>• Part of the successful application for an HPL franchise (Fusion FC)</li> <li>• Brought the women's Whitecaps to Richmond 3 times</li> <li>• Host National women's team training</li> <li>• Introduced professional coaching model</li> <li>• Personally Coached U5 to women`s: 30 separate teams in the last 12 years</li> <li>• Maximized club funding bringing \$1,000,000 from Gaming and other</li> </ul>
<b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b>
<ul style="list-style-type: none"> <li>• A well-seasoned soccer executive, coupled with significant business acumen</li> <li>• Strong executive administrative, financial and procedural ability</li> <li>• Excellent and persuasive communicator</li> <li>• Qualified coach and referee</li> <li>• Well known and respected in the soccer community</li> </ul>

<b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b>
<ul style="list-style-type: none"> <li>• Grass roots programs</li> <li>• Competitions support</li> <li>• Women's soccer initiatives</li> <li>• World cup programming</li> </ul>
<b>6. What do you see as the biggest challenge before BC Soccer? Why?</b>
Transition from youth to adult soccer

## RESUME

### Soccer Resume of Aiman El-Ramly

#### Overview

Aiman, like most who administer soccer, became involved because of his children. Over the last dozen years he has coached his three daughter's teams as well as many others. Aiman joined the Richmond Girls Soccer Association Board in 2001 as a director and was first elected Chair in 2003. He has been the Chair for the last nine years, the longest running Chair at RGSA. Aiman has also been the Chair of the Richmond District and the Vice Chair of Vancouver Richmond Girls Soccer Association and Vancouver Richmond Fusion FC. Aiman currently plays league soccer with the Bone Crushers and for fun with the Salty Dogs.

#### Education

- Study of fine arts and design: Emily Carr College of Art and Design and Langara College
- Study of marketing: British Columbia Institute of Technology
- Bachelors of Arts, Psychology and English Literature: University of British Columbia
- Master of Business Administration: Royal Roads University
- Certified Management Consultant: Canadian Association of Management Consultants (National Honour Roll Member – 1st in BC, 4th in Canada 2005)

#### Professional Experience

Outside of soccer, Aiman is a successful business person and works within the family businesses as the Chief Strategy officer of ZE PowerGroup Inc. and the Chief Operating Officer of ZE Power Engineering. The businesses have grown substantially since first incorporation in 1995 growing to employ over 200 persons in Richmond and with offices in Houston, Raleigh, London and Singapore. The ZEMA software produced by ZE PowerGroup is an award winning enterprise data management solution. Aiman is directly responsible for business development managing the sales, marketing, communications, strategy, consulting, engineering and human resources departments as well as supporting corporate operations in general.

Prior to joining the family businesses, Aiman was an independent marketing consultant. He worked for BC Hydro marketing energy management programs for several years. Aiman has taught Organizational Behavior at Royal Roads University and continues to be involved with the MBA program.

#### Other Community Volunteer Experience

Volunteerism has always been part of Aiman's personal resume. He started volunteering with the Boys and Girls Clubs in 1985 and has also supervised youth programs with the YMCA and the Vancouver Neighbourhood Houses. Within Richmond, Aiman has been an active member of the Richmond Sports

Council and the Promotions Director for the most attended BC Senior Games in BC history. He has taught business to high school students at Richmond, McMath and Burnett High Schools through Junior Achievement. He was recently a judge at Enterprize Canada's student business plan competition.

### **Key Soccer Achievements**

- President of Richmond Girls Soccer Association for the last nine years
- Past Chair Richmond Soccer Association (Richmond District)
- Past Vice Chair of Fusion FC
- Past Vice Chair of Vancouver Richmond Girls Soccer Association
- Certified Senior Coach and Class 4 Referee
- Two time recipient of the BCSA President's Award
- Led the unification of the Richmond and Vancouver Districts
- Introduced professional administration and coaching model within RGSA
- Successfully Chaired two BCSA boundary dispute processes
- Part of the successful application for an HPL franchise (Fusion FC): Vancouver and Richmond
- Introduced women's soccer to RGSA: our teams have done very well in the league winning league and provincial championships (including a team Aiman was co-coaching)
- Personally Coached U5 to adult teams: 30 separate teams in the last dozen years
- Maximized gaming and other funding, \$1,000,000 to RGSA since becoming President
- A very involved Club and District Chair always working closely with other youth and adult chairs and BCSA to the betterment of soccer in the province
- Richmond as eminent event hosts (direct local involvement during presidency with RGSA)
- Annual Richmond Thanksgiving Tournament
  - 2 Provincial A Cups
  - 3 Provincial B Cups (awarded the Boys Provincial B for 2014)
  - 6 Coastal Cups (planning to host again in 2014)
  - 1 Boys Nationals
  - 1 BC Premier Cup
  - 3 Women's White Caps League games at Minoru (one achieved record attendance)
  - 3 Futsal Fiestas
  - 2 Futsal Provincials at the Olympic Oval
  - 1 National Futsal ID camp
  - Women's National Team Olympic training Camp
  - Metro Women's Soccer League (MWSL) League Cup

### **BCSA Specific Desired Qualities, Requisites, Competencies and Skills**

- A highly ethical and motivated member of the soccer community who is not afraid to raise and tackle issues
- Works cooperatively to build consensus through leadership
- Critical thinker with formal training and certification in strategy and consultative methodology
- Financially literate and trained with a business degree
- Rich executive and practical soccer background with certification in coaching and refereeing
- Extensive director level involvement in NPO and private organizations
- The author of governance policy for NPOs and private companies as well as structuring and implementing management procedure and practice as a C level executive

Extensively experienced in soccer and corporate administration managing local, provincial, national and global activities of complex organizational entities



- Implemented the Wellness to World Cup model within RGSA as an administrator and coach, RGSA is always an early adopter and leader in development practices
- Accomplished business leader with significant sales, marketing and communications capability
- Strong fundraising and commercial development skills
- Event management professional organizing dozens of soccer specific events as well as many more international conferences and workshops for ZE PowerGroup and its partners
- ZE Partners with major publishers, other software companies and integrators in the development of events in locations across the world
- Sought after speaker on the topic of global market and energy trends
- Operate the Human Resources function for ZE businesses directly hiring hundreds of persons in the last ten years and the direct implementer of HR policy
- The senior human resource mentor in the business responsible for training and succession
- Broad volunteer experience with direct community engagement and the planning and execution of civic functions
- Consultant to several cities in the development of policy relevant to the energy industry
- Very much involved in stakeholder representation and facilitation of the same
- Risk management expert authoring the trade, risk and credit risk for municipal and private members of the energy industry
- The author of the Coach Code of Conduct and other risk management policy within the RGSA

## John Reed

### CANDIDATE FORM

<b>Name of Candidate</b>	John Reed	
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<b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b>
<ul style="list-style-type: none"> <li>• Prince George Youth Soccer Association, Board of Directors since 1997</li> <li>• BC Indoor Soccer League, Board of Directors 1999-2001</li> <li>• Shell Glen Improvement Society, Board of Directors 2010-2011</li> </ul>
<b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b>
<ul style="list-style-type: none"> <li>• Current PGYSA President</li> <li>• PGYSA, Vice President 2006-2007</li> <li>• Shell Glen Improvement Society, President 2011</li> </ul>
<b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b>
<ul style="list-style-type: none"> <li>• Organized lease with City for indoor facility.</li> <li>• Member of numerous Provincial "B" hosting committee's.</li> <li>• Member of 2001 Girls u15/u17 National hosting committee.</li> <li>• Instrumental in growth of youth soccer in Prince George from 2,000 to 3,000 players.</li> <li>• Hired first ever paid Technical Coach.</li> <li>• District Referee, officiated at numerous Provincial finals</li> </ul>
<b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b>
<ul style="list-style-type: none"> <li>• Business and Operations Management.</li> <li>• Fiscal responsibility</li> <li>• Budget preparation</li> <li>• Conflict resolution</li> <li>• Performance reviews</li> </ul>
<b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b>
<ul style="list-style-type: none"> <li>• Governance - I have always had a great interest in what governs a board of directors and organization</li> <li>• Referee Committee - Acting as a head referee and being heavily involved in reffing for numerous years, referees are high on my list.</li> <li>• Soccer Development - I have a great passion for promoting soccer from cradle to grave from both the youth and the adult perspective.</li> </ul>
<b>6. What do you see as the biggest challenge before BC Soccer? Why?</b>
One of the major challenges I see, is the issue of getting the message from BC Soccer out to the communities to ensure that all of the soccer community are on the same page and working to promote soccer, not only in the local communities but throughout the Province and Country.

# Shannon Pederson



## CANDIDATE FORM

<b>Name of Candidate</b>	Shannon Pederson	
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<p><b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b></p> <ul style="list-style-type: none"> <li>• Alouette District Youth Soccer Association</li> <li>• Mission Soccer Club</li> <li>• North Fraser Selects</li> <li>• Girl Guides of Canada – Lougheed Area</li> </ul>
<p><b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b></p> <ul style="list-style-type: none"> <li>• Alouette District Youth Soccer Association <ul style="list-style-type: none"> <li>○ District Chair</li> <li>○ Board Club Rep</li> </ul> </li> <li>• Mission Soccer Club <ul style="list-style-type: none"> <li>○ President</li> <li>○ Vice President</li> <li>○ Resources &amp; Communications Officer</li> <li>○ TimBits Coordinator</li> </ul> </li> <li>• North Fraser Selects <ul style="list-style-type: none"> <li>○ Executive Board - Director</li> </ul> </li> <li>• Girl Guides of Canada – Lougheed Area <ul style="list-style-type: none"> <li>○ District Board – Public Relations</li> </ul> </li> </ul>
<p><b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b></p> <ul style="list-style-type: none"> <li>• Alouette District Youth Soccer Association (2 yrs) <ul style="list-style-type: none"> <li>○ Mediated the merger between GEU and PMSC to form WCAGFC</li> <li>○ Restructured the ADYSA board and governance practices</li> <li>○ Facilitated and improved inter and intra-district relationships, collaboration and joint programming</li> <li>○ Advocated for inclusion of girls into District select program (which occurred as stipulation of WCAGFC taking over the District's MSL programming)</li> </ul> </li> </ul>

- Mission Soccer Club (9 yrs)
  - Redevelopment of MSC website and communications protocol
  - Provided health and physical fitness resources for players and coaches, including soccer specific first aid workshops.
  - Initiated MSC's first Girls Jamboree for girls new to, or unfamiliar with, the sport
  - Was part of the Executive committee responsible for hiring MSC's first TD – David Shankland
  - Advocated for a coach mentoring program where new coaches were paired up with experienced coaches for guidance and support. We recruited and retained 8 young adult coaches (<19) to work within our mini program the first season.
  - While VP worked with President to develop a formal adult program within MSC – hiring paid women's and men's coaches. Coordinated the women's participation in the MWSL for 4 years.
  - Assisted in the creation of a structured sponsorship model.
  - Organized/supported 4 tournaments, community fundraisers, soccer dances and photo nights.
- North Fraser Selects (NFS) (2 yrs)
  - As a side responsibility of ADYSA and MSC – was part of the Executive Committee who restructured the former Alouette Select Program and reformed it to become the North Fraser Selects. In doing so we brought together all 4 clubs (at the time) into a collaborative process of inclusion and input.
- HPL/BCSPL Franchise Committee
  - Another side responsibility of my work with NFS and as President of MSC was my role on the committee that put together the proposal for the Pacific Coast League's bid submission for a franchise in the HPL/BCSPL.
- Girl Guides of Canada (5 yrs)
  - Started as a unit leader at the Sparks Level (Age 5/6) and stayed on to become Unit leader at the Brownie and Guide Levels.
  - Simultaneously worked at the District level as a Public Relations/Communications officer, handling internal District promotion and newsletters etc.
  - Ran countless District camps as a senior level organizer and sold more cookies than I care to count.
- Awards:
  - Sport Volunteer of the Year 2008 – Awarded by the District of Mission to an individual who has demonstrated exemplary volunteerism in the field of sports.
  - Heather Jane Dudley Award 2008 - Presented annually by the Mission Soccer Club to an adult female supporter who has set an example for our club's youth by being a smiling, cheering reason players are on the field learning and having fun.

#### **4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?**

In terms of the BC Soccer list of expertise, I possess experience in the following:

- Leadership & prior board experience: multiple senior level board positions and committee experience
- Business of Administering Soccer: held leadership roles, coordinated registration, reviewed contracts etc.
- General Business Development: see NPO accomplishments. Also current employment is in marketing and sales.
- Governance and Planning experience: on BCSA Governance Committee; restructured Alouette District bylaws and policies
- Communications: Career experience in internal communication techniques and external

<p>marketing tools.</p> <ul style="list-style-type: none"> <li>• Member and Community Relations: see NPO accomplishments.</li> </ul> <p>Moving outside of the BCSA's definitions – I have been through the soccer system alongside my daughter from micro to the adult leagues, starting as a parent and working my way to where I am today. I have a passion for the sport and have experienced many roles within the system and while I lack a certain level of technical expertise I definitely have a better than average understanding of the game and its concepts. But more importantly I believe in the value of the beautiful game and its positive impact on our children and community. This has always been the driving force behind why I volunteer my time.</p> <p>I have a solid knowledge of the local soccer structure, hierarchy and player development pathways and a better than average knowledge of governance issues and board structures &amp; dynamics.</p> <p>Outside of my soccer world, I come from a nursing/health care background. Previously a RN, I spent the last 4 years in the women's health research field at the BC Centre of Excellence for Women's Health where I gained educational and practical experience in the areas of gender, diversity and population health. I believe strongly in gender specific programming, cultural diversity inclusion, and reaching out to marginalized populations and I know my knowledge in this area could strongly benefit BCSA as it moves forward in these areas.</p> <p>I am a non-board member or contributing member of the following organizations:</p> <ul style="list-style-type: none"> <li>• proMOTION Plus</li> <li>• Canadian Association for the Advancement of Women &amp; Sport (CAAWS)</li> <li>• Canadian Women's Foundation</li> <li>• Women &amp; Leadership Network</li> <li>• Canadian Construction Women Association</li> </ul>
<p><b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b></p>
<p>I would like to continue my work with the Governance Committee and hopefully see the Diversity Working Group grow into a more developed aspect of the BCSA board. I enjoy these areas of work; it is where my expertise, skills and education are best utilized. I feel I have made a solid contribution to both these committees to date and would like to continue lending my support.</p>
<p><b>6. What do you see as the biggest challenge before BC Soccer? Why?</b></p>
<p><b>1. Inclusion - at all levels. Not merely passive inclusion – but active inclusion.</b> Historically BCSA has been seen as this hugely mysterious and hard to reach governing body. The interaction between the board and its members was minimal. While BCSA has made good progress in addressing this problem there is still a perception from some areas of elitism, favoritism, lack of support and inaccessibility. BCSA needs to focus on provincial wide inclusion, on the ground community involvement and equity. It may want to explore how clubs/districts (smaller ones in particular) might benefit from a more structured mentorship/support type program especially in areas of governance.</p> <p>I have heard from a few Club Presidents and District Chairs about their frustration with support. "They send all these fees to BCSA and they feel they get little in return". They believe fees are paid from the clubs "to fund the elite programming" and a few local clubs and remote areas are feeling "under represented and under-serviced".</p> <p><b>2. Retention – player, coach and administrative retention seems to be an ongoing</b></p>

**challenge.**

I feel BCSA is starting to see the upswing of this trend but I feel if issues of Inclusion are addressed and a provincial registration "push" or campaign is introduced those numbers could be highly improved upon.

**3. Governance – there are clubs/districts out there bending the rules, if not outright breaking them, with little to no consequence for doing so.**

The permit process at the lower levels has been unmonitored, we could also benefit from a centralized discipline database and we need to keep working on the "poaching vs recruiting" problems.

All these issues are a challenge because everything BCSA does needs internal support and should have "buy in" from its membership in order to be more than just a governing body. If BCSA wants to emulate and surpass other provincial programs it needs to continue being progressive and innovative. Bringing the membership together with a common goal or mission statement is one thing, but there has to be continued strong leadership and a long term vision.

## Cindy Crapper

### CANDIDATE FORM

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#### 1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?

- I was a member of the Board of Basketball BC from 1999 – 2009.
- I am a current member of:
  - MoreSports Advisory Board Committee 1999 – to date
- I am a current BOD (Board of Director) with:
  - Canadian Fitness Education Services, Trainer of Trainers since 1991 and Board of Directors since 2009

#### 2. What positions have you held with respect to the foregoing (i.e. question 1)?

- I was the former;
  - Sport and Fitness Consultant, City of Vancouver and
  - Supervisor, Kensington Community Centre
- I am the current staff liaison for the City of Vancouver to the:
  - Vancouver Sport Network, 2012 to current
  - Women in Sport Committee in progress of development

#### 3. List your accomplishments on NPO Boards. Please list the NPO's separately.

I assisted in the development of Steve Nash Youth Basketball working with PSO, NSO and LSO. Grass root development of East Side Girls Basketball network.

I am part of the CS4L National movement for Sport for life in Canada. I am currently working with Community Connections team advancing sport for life in Vancouver in community through a neighbourhood model. I am a True Sport Champion, working with True Sport and Canadian Centre for Ethics in Sport to foster positive sport in the community in a variety of environments.

I am a consultant with the BCRPA (British Columbia Parks and Recreation Association) on the Collaboration of CPRA and CS4L for recreation and sport.

I joined the round table discussions with Participation, Active Canada 20/20, Sport Matters, CAAWS, Promotion Plus and am a True Sport Champion.

I am the staff liaison to the Vancouver Board of Parks and Recreation

#### 4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?

I believe in fusion of blended knowledge of the sport, recreation, education and health sectors, experience in sport, skills with people and expertise in community connections and recreation will assist me in serving as a Director on the BC Soccer Board.

I coached basketball, soccer, hockey and track and field. I competed locally, provincially, nationally and internationally. I am a Physical Educator working in Recreation with a high level sport background. Was a Scholarship athlete, All American, SEC champion, Windsor Essex County Hall of Famer, Assistant Coach at University level in Strength and Conditioning and Track and Field.

I am well known as a strong leader in my organization in the area of Sport, physical activity and accessibility. I am currently involved in a number of initiatives in the city of Vancouver Sport Strategy, mentor with Gen 7's (Generation 7; Aboriginal youth (17 – 23 years old) fostering leadership with Urban Aboriginals in a recreation setting), ICARE (Inner City Aboriginal Recreation and Sport Experts), CAN (Canucks Autism Network), ALIVE (Aboriginal Life in Vancouver Enhancement Project), Walk you way into Sport and Physical Activity for women, Women in Leadership workshops in partnership with viaSport, Promotion Plus, and CAAWS (Canadian Association for the Advancement of Women in Sport and the City of Vancouver's Women's Advisory Committee), and Game Plan 2015 – moving MoreSports forward in Vancouver

I won the Olympic Trials in 1984 and have an understanding what it takes to be an elite athlete at the same time fostering physical literacy for all at the community level especially with Children. I believe Children are born to move it is our role in recreation with our Sport Network partners to blend our knowledge, research and experience to the actually world of the child on the ground. I have a deep understanding that we have to make our decisions based on where our children are from, we need to embrace their culture, cross cultures, to street soccer to backyard play, and we have to embrace society and the neighbourhood mentality. I believe in fostering from the ground up, from the grass roots and I believe in mobilization and kicking the tires of structure giving all kids a chance to play.

In working with UBC and the City, I learned to believe in policy to practice, action research bringing about change in the lives of our children, the extended family and cultural circle that the child is from. I believe we have a grand opportunity with the FWWC 2015 to reach out to the community to teach children and their families the abc of moving the fundamental movement skills to play sport, play soccer and teach a quality of life through sport.

Creating a stellar community buzz from the lead up to and “to the FWWC 2015 is coming, the cup is coming.” I believe I can assist BCSA, as part of a role as Coordinator, Sport for Life in Vancouver, Staff liaison for Women in Sport and my involvement with Vancouver Sport Network, viaSport, BCRPA, CS4L, as a Community Coach, as a woman and a neighbor.

Looking through the Gender Lens, I believe BCSA is in an incredible position to embrace the female in the community; player, coach, official, volunteer, board member, aboriginal, new comer, English language learner from Grand kids to Grandparents and step in and step up and face the challenge of creating opportunities for female development. I believe BCSA has the courage to embrace a few sticky bits along the way, create a new path using the sport for life model, CSA's Wellness to World Cup, align soccer from the sandbox to beyond the podium in Vancouver and BC as a way forward to assist the rest of the province and the rest of the country.

I am a part of a Municipal Cooperative Executive committee of recreation professionals working on integration of CS4L, Active for lice in BC. We have 20 Municipalities on board so far and looking to reach 184 by 2015. Another example of my community connections.



What if all children from all segments of BC possess movement, sport and decision making skills to enjoy sport and physical activity for life.

I have strong commitment to developing partnerships with communities to increase participation in sport, recreation, community services, physical activity and the arts. I firmly believe in collaboration, bringing people together to overcome barriers, finding solutions to challenges & issues and celebrating the diversity of our community.

I am a community connector and networker. I am an author and will be published in "Playing in forward" a look at women in sport from 1960 – 2010 coming out in fall 2013.

Women in leadership and believe in inspiring young people to get involved in sport and physical activity at the same time drawing out alumni who have been around and can make a huge contribution to young people's development.

I have a passion for sport and physical activity for all levels all ages. I believe in the power of positive thinking and believe in myself to step in, step up and step out when needed.

I believe in the power of sport and the ability it has for social change, giving those individuals who show promise and opportunity to grow in life at the same time growing as a player and growing the game. I have excellent people skills; I am an excellent communicator and believe in follow through. The combination of experience, knowledge and skill to help raise a world champion.

**5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?**

Women in Leadership Committee or any committee you feel my skills, knowledge and ability would assist in fostering physical literacy and fundamental movements and advancing the beautiful game!!

**6. What do you see as the biggest challenge before BC Soccer? Why?**

Aligning soccer in the province from the ground up in 184 communities across the province, including the aboriginal communities. Become one of the first province to address gender fairness, 'equity with action' in community with partnerships from education, recreation, sport, health and the community.

You have already started with the 3 workshops in the lower mainland. Put the results from those sessions into action. Reach out to parents, care givers, educators, recreation professionals and health sector.

Provide leadership/mentorship training for girls while they are playing and beyond. Work from recreation level to sport to the podium and beyond. With the world cup coming I believe BC Soccer has a tremendous opportunity to showcase to the world the ability to align soccer from the sandbox using CS4L framework, CSA – wellness to world cup, BCSA and connections in community.

If I were selected, I would be honoured to work with BC Soccer's ED; Paul and his staff and BCSA Board; Roger, Murray and the BC Soccer Board, if available connect with CSA through Victor, work with FIFA and Rita to welcome the world to FWWC 2015. Sport in my view can positive life experiences, it has the potential to change the game, change lives and can push the envelope and make a difference in the lives of British Columbians!

I'm in to move soccer, excellence, leadership and grass root community sport for life development forward and embrace the female athlete/volunteer/coach/board member/official and find out what role she wants to play in advancing soccer in this province to 2015 and beyond!!

## RESUME

**CINDY CRAPPER**  
2438 Trinity Street  
Vancouver, B.C.  
V5K 1E1  
H) 604-254-1481

### EDUCATION

2009 - Present	3 courses, Human Resources Management Certificate, Vancouver, British Columbia
1985 - 1986	9 Graduate Studies Credits, Kinesiology, University of Kentucky, Lexington Kentucky
1980 - 1985	Bachelor of Arts, Physical Education, Minor in Health, University of Kentucky, Lexington Kentucky
1976 - 1980	Sandwich Secondary High School, Windsor, Ontario

### WORK EXPERIENCE

#### **Coordinator, Sport for Life**

**Vancouver Park Board of Parks and Recreation**

**Jan.2012 – Present**

- Strategic advisor to senior staff, Vancouver Park Board, community centre association in the area of sport for life,
- Foster community connections, create partnerships with Local Sport Organizations,
- Staff liaison with Vancouver Sport Network implementing sport for life into recreation
- Mentor, train staff and volunteers on a variety of our city wide sport for life initiatives and core programs
- train, coach and supervisor a staff team and several volunteers
- assist in city wide staff training for Day Camp and Playground staff for sport for life

#### **ACCESS SERVICES COORDINATOR**

**Vancouver Park Board**

**March 19, 2007 – Jan.2012**

- advisor to senior staff, Vancouver Park Board, community centre association in the area of Access, Inclusion, and Seniors,
- manage financial and human resources to enhance, evaluate, plan, develop, research and implement initiatives in the area of Access, Inclusion and Seniors
- create partnerships with agencies to develop strategies and coordinate recreational alternatives for people with low income, people with disabilities and Vancouver's Eldest Citizens,
- fundraise for specialized equipment and programs
- work with staff and volunteers on a variety of our city wide access programs,
- train, coach and supervisor a staff team and several volunteers
- develop partnerships with other agencies to coordinate and develop strategies for recreation alternatives for low income families, people with disabilities and seniors in our community centres;
- assist in city wide staff training for Day Camp and Playground staff for inclusion; working with people with disabilities

**Protocol Officer**

**City of Vancouver**

**Jan. 4 – April 15, 2010**

- actively participated as a host city team member for the 2010 Olympic and Paralympic Games in Vancouver
- worked on the City of Vancouver's Protocol team; implemented a guest program for the International Olympic Committee and the International Paralympic Committee
- coordinated guided tours of Stanley Park, Granville Island, Gas Town, Grouse Mountain and Suspension Bridge.

**COMMUNITY RECREATION COORDINATOR**

**Kensington Community Centre**

**Sept. 7, 2004-March 16, 2007**

- managed the operation of a multifaceted community centre situated on Kensington Park that consists of a centre, swimming pool, fitness centre, gym, youth lounge, preschool, dance studio, seniors lounge, and community hall
- responsible for overall administration of the community centre
- lead, coached, developed and supervised a dynamic staff team
- community development work in conjunction with other service providers to meet the needs of the community
- establish and maintain cooperative working relationships with the Community Centre Association, community groups, and affiliated groups
- collaborated with the community, educational institutions, and youth serving agencies to increase participation in children in youth at the community centre.
- guided, managed and assisted in the plans, of a Neighbourhood Matching Fund art project of a 6'x 14' yellow cedar, native carving panel
- utilized independent judgement in managing association and park board budget
- wrote grant proposals and oversaw grant programs
- managed Get Out Grant on site & integrated active arts & a mural project

**DISTRICT RECREATION SERVICES COORDINATOR**

**Vancouver East District, Vancouver Park Board**

**Jan. 25, 2002 – Sept. 6, 2004**

- planned, developed, implemented and evaluated District initiatives, including MoreSports, Park Partners, and Night Hoops
- coordinated activities for pools, fitness centres & community centres on a city wide basis for World Health Day
- collaborated with youth workers, programmers and other agencies to coordinate and develop strategies for healthy alternatives for youth in our community centres
- increased participation in physical activity and sport for girls
- assisted in the development of the MoreSports & Get Out Program, committee work, hub development, to enhance the program and build links and partnerships with internal and external partners, volunteer recruitment, and youth involvement
- developed and implemented city wide staff training for Fitness Centre, Day Camp and Playground staff
- key lead on the Vancouver Park Board Volunteer Recognition dinner
- oversaw contractors working on Healthy Choices and MoreSports initiatives and from financial contributions from 2010 LegaciesNow
- advisor to senior staff, Vancouver Park Board, community centre association in the area of sport and fitness including development plan for re-development of several Fitness Centres and city wide fitness equipment purchase and maintenance contracts

**SPECIAL EVENTS & FILMING COORDINATOR (acting)****Vancouver Park Board****July 2000 – Jan. 24, 2002**

- oversaw, monitored and managed of the use of city parks and facilities for special events and filming activities on a city wide basis
- enhanced standards for allocation; working with Park Board and City Departments and the FEST Committee in regards to City wide events and issues
- liaised with other City and internal Departments especially the operations division, members of the public, event organizers, production companies, and BC Film industry
- liaised with numerous organizations of diverse populations including various cultural, religious and political groups, non-profit agencies, associations and corporate organizations; dealing with, and understanding, issues specific to various neighbourhoods on a city wide basis
- enhanced and evaluated guidelines and policies for the use of parks for special events, filming and picnics
- advisory resource to Senior Management Staff, Park Commissioners, civic departments, municipalities, and other organizations
- prepared budget estimates and monitored allocations
- managed and monitored the Park Ranger Program
- recruited, supervised and evaluated site monitoring staff
- wrote Board Reports as required

**SPORT & FITNESS COORDINATOR/CONSULTANT****Vancouver Park Board****Sept.1997 – Jan 2002**

- planned and implemented new initiatives and partnerships to enhance the delivery of services for sport and fitness
- developed and implemented outside personal trainer guidelines and registration
- monitored and evaluated the management of the use of the Park Board owned and operated 13 Fitness Centres
- advisor to 8 Community Centre Association operated Fitness Centres
- developed sport & fitness programs, and services on a city wide and individual community centre basis
- established and implemented new partnership with Corporate groups
- enhanced relationships with Sport & Fitness Associations in the Lower Mainland
- advisor to Senior Management Staff, Park Commissioners, civic departments, municipalities, and other organizations in the area of Sport, fitness and fitness equipment
- enhanced NHL street hockey and Night Hoops Basketball programs; thru collaborative community efforts with Community Centres, Vancouver Park Board, Canucks, Grizzlies in 15 locations.
- assisted in the development of a strategic plan for Fitness centres
- co-chair of gender equity committee, assisted in the development of the draft gender equity policy, coordinated workshops and training for staff and community sports groups, advocated for girls and women in sport and physical activity
- assisted in the development, coordination, training, advertising and implementation of the Park Ranger program

**RECREATION PROGRAMMER****Templeton Park Pool****Sept. 1996 - 1997**

Dunbar Community Centre  
Trout Lake Community Centre

Aug. 1994 - Aug.1996  
Aug. 1993 - July 1994

- developed, coordinated and implemented community recreation programs and special events at various location in Vancouver
- recruited supervised, instructed and evaluated staff and volunteers
- coordinated seasonal special events
- provided direct program leadership for instructors and members of the public
- carried out administrative duties such as yearly budget, payroll, statistics, requisition of supplies, implement Summer Career Placement Grant for day camps,
- planned seasonal brochure, acted as liaison between community user groups and the Community Centre, attended monthly Community Association Board meetings

#### **TRAINER OF FITNESS LEADERS**

**Canadian Fitness Education Services**

**April 1991- 2002**

- delivered BCRPA recognized courses in Fitness Knowledge, Weight Training Level I & II courses

#### **FITNESS PROGRAMMER**

**Riley Park Community Centre**

**Oct. 1990 - Aug. 1993**

**Trout Lake Community Centre**

**July 1989 – Oct. 1990**

- responsible for the operation of the day to day activities in fitness centre and aerobics program and life guarding duties while at Riley;
- developed and implemented fitness programs for beginners, sports specific, rehabilitation supervised Park Board and Association Staff
- collaborated with ICBC, GF Strong, Pearson, Holy Family, Sport BC for the development of fitness programs for clients with special needs or accessibility
- developed programs for beginners, sport specific, special needs and rehabilitation for individuals as well as groups

#### **LIFE GUARD**

**Lord Byng Pool**

**Renfrew Pool**

**Percy Norman Pool**

**Mar. 1988 – July 1989**

#### **FITNESS INSTRUCTOR**

**Trout Lake Community Centre**

**Oct. 1986 – July 1989**

**Graduate Assistant Strength Coach/ Assistant Track Coach**

**University of Kentucky, Lexington Kentucky**

**Aug.1985-July 1986**

- assisted the Head Strength Coach in developing and implementing conditioning programs for the Department of Athletics in the following sports: track, baseball, swimming, tennis, women's Basketball and Volleyball

**Life Guard & Swimming Instructor**

**Idle Hour Country Club,**

**Lexington, Kentucky**

**Summer 1985 & 1986**

- instructed swimming lessons for ages 4 to adult and performed life guarding duties

### **One to One Trainer**

#### **Executive Fitness Sports Medicine Clinic**

##### **Lexington Kentucky**

**Aug. 1985 - Aug. 1986**

- worked as a one to one trainer with a variety of clients, assisted in the development of programs for adults over 40
- liaise with several departments in the hospital; sports medicine, cardiology, physiotherapy and the onsite nutritionist

### **COMMITTEE EXPERIENCE**

- Inner City Aboriginal Recreation and Sport Experts (ICARE)
- Canuck Autism Network (CAN)
- 2010 LegacyNow Disability Sport Advisory Committee
- World Olympic Reunion Centre Community Planning Committee
- Community Activities Olympic/Paralympic Committee
- Active Communities Committee Member
- 2011 BCRPA Symposium Conference Advisor
- More Sports Advisory Member
- Past Board of Directors, Basketball BC
- City of Vancouver, Inclusion Committee
- City of Vancouver, Measuring Up
- Vancouver Sport Strategy
- Lower Mainland Inter-municipal Committee
- Inter-Agency Diverse Committee

### **COMPUTER SKILLS**

- Windows Office/Microsoft Word/Excel/Outlook/Power Point
- Safari
- Corel WordPerfect for Windows & Presentations
- Lotus 123/97, Rec Ware, SAP
- Adobe Illustrator 8

### **ACCOMPLISHMENTS**

- 2010 Windsor/Essex Hall of Fame Inductee
- Torch Bearer, 2010 Olympic & Paralympic Games
- Jaycee of Canada Award, received by Governor General
- Leadership Award, University of Kentucky, received by Wilma Rudolf
- Promotion Plus Leadership Award Nomination
- Received full scholarship at the University of Kentucky(1980 - 1985), Track & Field
- 1982 Athletic News, Best NCAA All Around Thrower, SEC Conference Champion and All American
- 1984 Olympic Trials Champion, Canada, Women's Javelin
- Competed internationally in Finland, Italy, Yugoslavia, China, Korea, Japan, England, France, Canada and in the United States (1976 - 1992)
- Junior Pan American Games, Silver Medallist
- World championships, Helsinki (selected as Canadian Olympic Hopeful)

**VOLUNTEER EXPERIENCE**

- Volunteer Coach, Track & Field current, Bball 1997-2008, and Hockey 1 2009
- Volunteer Strength and Conditioning Coach for National Netball Team 1992-2000
- Volunteer; Harry Jerome Track & Field Classic 2009
- Volunteer, World Weight Lifting Championships
- Volunteer; Host City Team Member; City of Vancouver 2010 Kick off Event, 2008 BMO Canadian Figure Skating Championships. World Speed Skating Championships

**ACTIVITIES OF INTEREST**

- Women in Leadership Training, Power point presentation, wood carving, culinary arts, performing arts, sports, coaching, pole walking, playing hockey and golf.

**LANGUAGES**

- Grade 12 French

**REFERENCES**

- Available upon request