



BC SOCCER

2018 CANDIDATES FOR THE BOARD OF DIRECTORS

April 11, 2018

UPDATED JUNE 6, 2018

Foreword

April 11, 2018

Dear BC Soccer Members,

BC Soccer has received candidate papers from the following individuals who are candidates for the Board of Directors and have expressed their intention to formally declare. Below is the first list of candidates, which BC Soccer will be updating as further nominations are received. BC Soccer encourages anyone wanting to stand for election to submit their paperwork for consideration by the membership. The Board Candidate application form and information about joining the board can be found on BC Soccer's website: <https://bcsoccer.net/AGM>

President	Kjeld Brodsgaard	Page 3	Director: Don Dancey	Page 25
President	Aiman El-Ramly	Page 8	Ed Kennedy	Page 28
VP Finance	Chris Appleby	Page 13	Debbie Pudek	Page 33
VP Youth	Rob Lennox	Page 16	Francisco Rubio	Page 42
			Tony Sandhu	Page 48
1st Vice President	Carlos Grosso	Page 21	Garry Sangha	Page 51
(when/if the position becomes available)			Gayle Statton	Page 56

The elections process will commence with that of the 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 9, 2018**, 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 2018 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.

Important note: in addition to the All-Candidates Meeting that will take place as part of the AGM, **BC Soccer will be hosting an All-Candidates at the Delta Burnaby Hotel and Conference Centre following the Finance Meeting on Friday, June 8, 2018 at 7:00pm** where you can pose further questions to the candidates and get to know them more at the social/reception to follow.

Best regards,

Roger Barnes
Chair, Nominations Committee, BC Soccer

Kjeld Brodsgaard

CANDIDATE FORM

Name of Candidate	Kjeld Brodsgaard	
Address & Postal Code	270 Plowright Rd, Victoria BC. V9B 1P3	
Day Time Telephone	250 727 7428	Mobile 778 229 5233
E-Mail	kjeldb@gmail.com	
Board Position(s) Standing For	President	

1. What is your experience in soccer in British Columbia?

- Gorge Soccer Association –Vice President
- Vancouver Island Soccer League – President and
- Player, Manager, coach for a number of teams
- Established Team Sales Goalkeeping Clinics that provided free keeper training
- Organized two Western Canada National Championships
- Member of organizing committee for FIFA U19 Women and U20 Men both with pools in Victoria

2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?

BC Wrestling – Board Member, President Officials Association
 Canada Wrestling – Board Member, President Officials Association
 BC Games Society – Chair Competitions Committee

3. What have been your prime achievements on these boards?

I can look back at all the NPOs' that I have been involved with and can readily state that when I moved on they were left in a better place. I think of starting the first ever free goalkeeping clinic and Vancouver Island, improving areas of competition, increasing financial support for programs, developing system of recognition of officials....

4. What specific skills do you feel you will bring to serving as a BC Soccer Director?

I have a broad sport experience involving most areas of sport including, officiating, competing as an athlete, coaching, organizing and participation in major games/event, board experience from being a member of a variety of boards and from being a parent of a High Performance athlete.

The knowledge and skills that I have gathered from these experiences provides me with a common sense approach to problem solving, as I am able to see the "whole picture".

5. BC Soccer's mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?

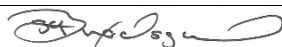
1. Meeting the needs of our changing membership to ensure that we can provide the all participants in the province with an environment in which they can and will continue to stay active in the game.
2. The low numbers of officials that are involved in the game.

3. Finding a way to encourage participation of the 40+ age groups to become members of BCSA.
4. Addressing the decline in number of registrations across the province
5. Addressing the lack of gender and regional representation on the Board
6. Promoting three year terms for members of the BCSA Board of Directors

STATEMENT OF CANDIDATE

I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

Sign or type name to confirm:	Date: March 24, 2018
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LETTER

To the Members of British Columbia Soccer Association

Please accept this as my application for the position as President of British Columbia Soccer Association. The election will take place at the Annual General Meeting on June 9th, 2018.

I thank you for your consideration of my application.

I have been a member of the BCSA Board of Directors 9 years and have served as Vice President of Adult, 1st Vice President, and President

It has been pleasure to be a member of the Board of Directors and to be part of the Board that has made so many improvements to the game in the province in the areas of service to members, coaching, grassroots and high performance development, competitions, officiating, governance, and finance.

I welcome the opportunity to work with our Board of Directors in continuing this growth for the future and in meeting the challenges that lay ahead. The current Board is comprised of a diverse and very capable group of individuals.

With the implementation of the Strategic and Operational Plan for 2016-2019 we are well on the way to ensuring that our sport will continue to grow and, at the same time improve on the needs of the province as a whole.

RESUME

BC Soccer

- Past Chair of Adult Competitions Committee
- Past Member of Women's World Cup Committee
- Past Member of U18 and Beyond Committee
- Past Chair of Recruitment Committees (Executive Director positions)
- Past Chair of Nominations Committee
- Past Member of Finance Committee
- Past Member of Strategic Plan Committee
- Current Member of Grassroots Development Committee

Education and Career

- Educated at University of Victoria
- Taught in Greater Victoria School District for 30 years

Athlete Accomplishment

- Member of Senior National Champion Championship Team (first team from Victoria to win national senior championship)
- 3 time VISL Goalkeeper of the Year
- Danish National Wrestling Champion (Junior)
- Played in Division 1 VISL for 10 years winning a number of league titles and Jackson Cups

Soccer Coaching

- Founder of Team Sales Goalkeeping Clinic (provide free goalkeeping for keepers on Vancouver Island)
- Coached Youth Soccer at Landsdowne Evening Optimists and Gorge Soccer Association for 16 years
- Coaches Adult Soccer in Vancouver Island Soccer League for 12 years

Soccer Administration

- Vice President Senior at Gorge Soccer Association for 6 years
- Vice President Gorge Soccer Association 8 Years
- Member of Board of Directors of Vancouver Island Soccer League for 16 years, including 8 as Vice President and 5 as President

Other Sport Administration

- Member of BOD of Canadian Amateur Wrestling Officials Association for 12 years including 4 years as Vice President – International and four years as President
- Member of BOD Canadian Amateur Wrestling Association for 4 years
- Past Member of BOD BC Games Society (responsible for BC Summer and Winter Games and Western and Canada Games) Chairman of Competitions Committee.

Major Event Involvement

- Chaired organizing Committee for two Western Canadian Adult Soccer Championships
- 1987 World Espoir Championships – responsible for officials
- 1993 Char Organizing Committee for the Commonwealth Wrestling Championships – 10 countries involved
- 1990 -1994 Sports Chair Wrestling for the 94 Commonwealth Games (volunteer position)
- 2002 Member of ORG 02 FIFA U19 Women's World Cup – Vice Chair Operations – responsibilities included transportation, security, accommodations, team liaisons, and training venues
- 2004 Women's Gold Cup – as above
- 2007 Member of ORG – Vice President Operations – responsibilities included the above with the exception of security

Officiating (Wrestling)

- 3 Pan AM Games
- 3 Commonwealth Games
- 2 Olympic Games

- 20+ World Championships
- 1 Goodwill Games

Honours

- 2002 Canada Official of the Year – Officials Association of Canada
- 2003 BC Sport Official of the Year
- Scholarship established in Brodsgaard Name by BCWOA (BC Wrestling Officials)
- Award created in Brodsgaard Name by CAWOA (Canada Wrestling Officials)
- Inducted into the Canada Wrestling Hall of Fame
- Inducted into the Victoria Sports Hall of Fame in three separate categories
- MVP Trophy for VISL Challenge Cup named in my honour.

Aiman El-Ramly

NOTE – This individual intends to formally resign current board (1st Vice President) position directly prior to the elections on June 9, 2018

CANDIDATE FORM

Name of Candidate	Aiman El-Ramly	
Address & Postal Code	6480 Constable Drive, Richmond BC, V7E 3Y6	
Day Time Telephone		Mobile 604-760-9015
E-Mail	aiman@ze.com	
Board Position(s) Standing For	President	

1. What is your experience in soccer in British Columbia?
<p>Currently First Vice President – have been for two years Previously board member for 2 years Chair of Judicial Chair of governance Chair of the Societies Act Transition Committee Previous Chair of Strategic Planning Group Past Chair High Performance Past member Finance</p>
2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?
<p>Richmond Soccer Association Richmond Girls Soccer Association Vancouver Richmond Girls Soccer Association Fusion FC (part of the founding members) Nile Fraser Society</p>
3. What have been your prime achievements on these boards?
<p>Authored BC Soccer Conduct, Ethics and Discipline Standards and Policy Authored BC Soccer Discipline Sanction Guide Authored BC Soccer revised Constitution and By-Laws Authored BC Soccer Strategic Plan Led Surrey district unification Supported One League amalgamation Introducing adult teams in RGSA Authored Nile Fraser Society Constitution and By-Laws</p>
4. What specific skills do you feel you will bring to serving as a BC Soccer Director?
<p>Extensive international business leadership experience: Strategy, Sales, Marketing, Human Resources, Operations MBA and Certified Management Consultant COO of two highly successful family companies 16 Years soccer administration</p>

30 years not for profit participation including YMCA, Boys and Girls Clubs Highly progressive and dedicated worker, results oriented Lead by example style Governance
5. BC Soccer’s mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?
Reverse player loss Promotion of youth to adult leagues Greater inclusion Developing alternate forms of play Balancing member and player alignment Managing Canada Soccer expectations

STATEMENT OF CANDIDATE

I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

Sign or type name to confirm: Aiman El-Ramly	Date: April 3, 2018
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LETTER

Dear BC Soccer Members

I am currently the First Vice President with BC Soccer. I will be submitting my name at the 2018 AGM for President.

Please click this link to view my video:
<https://vimeo.com/263433846/5cbd64a352>



Best Regards,

Aiman El-Ramly

RESUME

Overview

Aiman, like most who administer soccer, became involved because of his children; but given that his children don't play anymore it is in the spirit of generativity that keeps him involved. For almost twenty years he has been a coach and administrator in the game. Aiman joined the Richmond Girls Soccer Association Board in 2001 as a director and was first elected Chair in 2003. He was the Chair for ten 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. He is currently the First Vice President of BC Soccer, the Chair of Judicial Committee, The Chair of Governance and the Societies Act Transition Committee. Previously he was the Chair of High Performance and the Chair of the Strategic Plan Committee. Aiman enjoys a good kick about with his co-workers and various 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 250 persons in Richmond and with offices in Calgary, 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, operations, engineering and human resource 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 judges at Enterprize Canada's annual student business plan competitions.

Key Soccer Achievements

- Board member of BCSA
 - Current Chair Judicial
 - Updated the Discipline Policies with a comprehensive redraft
 - Restructured discipline approaches and procedures with BC
 - Current Chair Societies Act Transition Planning Committee
 - Lead the development of redrafted Constitution and By-Laws and support changes to downstream rules and regulation and policy
 - Part of the South Fraser District Association Transition Committee
 - Past Chair High Performance,
- Past President of Richmond Girls Soccer Association for ten 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: winning league and provincial championships (including a team Aiman was co-coaching)
- Personally Coached U5 to adult teams: 30 separate teams in the last thirteen 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

- Highly ethical and motivated member of the soccer community; ready 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

Chris Appleby

CANDIDATE FORM

Name of Candidate	Chris Appleby	
Address & Postal Code	2881 Wembley Place, North Vancouver, BC, V7J3C1	
Day Time Telephone	604-787-6768	Mobile N/A
E-Mail	applebysoccer@gmail.com	
Board Position(s) Standing For	VP, Finance	

1. What is your experience in soccer in British Columbia?

I have been a Director of BCSA for the last eight years and have been the VP, Finance for the last six years. I have sat on the following Committees: Finance, Governance, Membership, Risk Management, Competitions, and Judiciary. I have been on the BC Soccer Board for 8 years and the last 6 as the VP, Finance.

2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?

Prior to that I was the District Chair of North Shore Youth and prior to that the President of Lynn Valley Soccer Association. Prior to that I was a coach in Lynn Valley for two years. I played soccer in West Vancouver as youth from 1967 through 1976.

3. What have been your prime achievements on these boards?

I became part of the BCSA Board eight years ago (and the previous Boards) because we needed to have more "soccer minded people" on the BCSA Board to represent the membership. We needed to place emphasis on member-driven goals before venturing off on new initiatives and we needed to get our "Financial House" in order. It is my belief that we have made great strides in these two areas over the last eight years BUT there is always more work to be done to get us to where we need to be.

4. What specific skills do you feel you will bring to serving as a BC Soccer Director?

Financial responsibility. A good listener. A strong voice for all. Willingness to take a stand for the betterment of the game.

My experience and interests are especially in finance/management, competitions, discipline, and development. I hope that you will consider my experience and qualifications appropriate to help address what the association requires.

Over the next two years we need to continue building up our financial strength while at the same time servicing the needs of ALL of our Members to the best of our abilities. So we:

- must continue to build on being financially disciplined and committed to restoring the Associations financial health.
- be focused MORE on members' priorities.
- must continue to set priorities for BCSA staff and ensure these priorities are being met.
- must continue to be the public face of the Association.

5. BC Soccer’s mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?

The game is a simple one but Parents and Coaches make it difficult for the players and referees. It isn't fun anymore and that is why our numbers are down. Our biggest issue or concern right now is to try and make the game “FUN” again for all levels of play and also find ways to encourage players to play for life. Registration is down in the female registration which is a concern considering that Canada hosted the Women's World Cup in 2015. The game is a simple one but Parents and Coaches make it difficult for the players and referees. It isn't fun anymore and that is why our numbers are down.

STATEMENT OF CANDIDATE

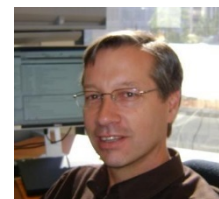
I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

Sign or type name to confirm: CD Appleby	Date: April 4 th , 2018
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LETTER

Members of BC Soccer Association

Re: Election for Director 2018



Please accept this letter and the attached resume as my application for the position of Vice President, Finance in the election at the 2018 Annual General Meeting.

I have been a Director of BCSA for the last eight years and have been the VP, Finance for the last six years. I have sat on the following Committees: Finance, Governance, Membership, Risk Management, Competitions, and Judiciary. Prior to this I was a member of North Shore Youth Soccer Association “NSYSA” District Board since 2003 and its Chair from 2008 - 2010.

I became part of the BCSA Board eight years ago because we needed to have more “soccer minded people” on the BCSA Board to represent the BCSA membership. We needed to place emphasis on member-driven goals before venturing off on new initiatives and we needed to get our “Financial House” in order. It is my belief that we have made great strides in these two areas over the last eight years BUT there is always more work to be done to get us to where we need to be. Our biggest issue or concern right now is to try and make the game “FUN” again for all levels of play and also find ways to encourage players to play for life. Registration is down in the female registration which is a concern considering that Canada hosted the Women's World Cup in 2015.

My experience and interests are especially in finance/management, competitions, discipline, and development. I hope that you will consider my experience and qualifications appropriate to help address what the association requires.

Over the next two years we need to continue building up our financial strength while at the same time servicing the needs of ALL of our Members to the best of our abilities. So we:

1. **must continue to build on being financially disciplined and committed to restoring the Associations financial health.**
2. **be focused MORE on members' priorities.**
3. **must continue to set priorities for BCSA staff and ensure these priorities are being met.**
4. **must continue to be the public face of the Association.**

In closing, thank you for considering me as one of your representatives on the BC Soccer board.

Chris Appleby
North Vancouver, BC

RESUME

Soccer Board and Committee Experience and Achievements

2010 – to date	Director at BCSA
2003 – 2010	North Shore Youth Soccer Association (Chair since 2008)
1995 - 2003	Lynn Valley Soccer Association - (Boys) – from Mini Director, Treasurer, and President from 1999 to 2003

“On the Field” Soccer Experience

1993 -1999	Lynn Valley Soccer Club - Coach
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Other Board and Committee Experience and Achievements

2010	Lions Gate Hospital Foundation – Member of the Golf Committee
1998 - to date	United Way of the Lower Mainland Account Executive – calling on Local Business to solicit employee involvement in annual campaign

Business Career

August 14 th , 2015	Retired
1981 to Aug 2015	The Toronto-Dominion Bank Manager Cash Management since 1991

Education **BA in Economics, University of BC** 1976- 1981
Concentration in economics, mathematics, and statistics.

Family/Personal Born June 23rd, 1958. Married to Sandy since 1982 with two adult children

Rob Lennox

CANDIDATE FORM

Name of Candidate	Rob Lennox	
Address & Postal Code	27 – 1550 Larkhall Crescent, North Vancouver, B. C. V7H 2Z2	
Day Time Telephone	604-230-1317	Mobile 604-230-1317
E-Mail	roblennox@shaw.ca	
Board Position(s) Standing For	Vice President - Youth	

1. What is your experience in soccer in British Columbia?
<p>I have over 30 years of experience in soccer in BC and am a passionate advocate and supporter of the game.</p> <p>12 years as a Director of BC Soccer, including 9 years as Vice President Youth.</p> <p>Please see attached resume for further details</p>
2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?
<p>West Vancouver Soccer Club, North Shore Youth Soccer Association, Girls 5 District Soccer League, BC Soccer</p> <p>Coach, Manager, Referee, Club, District, League Board Member, Chair.</p> <p>Please see attached resume for further details</p>
3. What have been your prime achievements on these boards?
<p>I have sat in many leadership and organizational roles over the years including chairing, vice chairing, and sitting on numerous BC Soccer committees. I am not afraid to speak my mind, to put forth and defend my opinions and concerns, or address and advance the issues and concerns that the membership has expressed to me. I respect others opinions and while we might not always agree on an issue once a decision has been made I remain in solidarity with and in support of the Board and staff direction and implementation.</p>
4. What specific skills do you feel you will bring to serving as a BC Soccer Director?
<p>My work experience in the Human Resources and Labour Relations field has provided me transferable skills in situation investigation and resolution of issues, dealing with people issues and support, problem, solving, negotiation and mediation, staff development, organization, planning, and administrative aspects of working within a large organization.</p>
5. BC Soccer's mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?
<p>-The decline in player registration, particularly female players, is of major concern. While I believe that we owe every player who has the skill, ability, desire, and commitment the opportunity to play at the highest possible level and to challenge for national team selection I also strongly believe we need to place more focus on the lower levels of youth play and put the fun back in soccer. Many players</p>

just want to play for fun, with their friends and not be pushed to advance or to only play soccer versus multiple sports.

- We also need to find a way to encourage graduating youth players to remain in affiliated soccer with adult leagues.
- We need to remain fiscally responsible especially given reduced registration income.
- We need to be prepared to accept, deal with, and implement anticipated changes in programming and direction coming from Canada Soccer and other governing bodies.

****I recommend that everyone read the Vancouver Province Article Sunday April 1, 2018 pages 8 – 10 for a most timely and interesting article on youth sport as it relates to declining registrations and challenges.**

STATEMENT OF CANDIDATE

I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

Sign or type name to confirm: Rob Lennox	Date: April 4, 2018
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LETTER



To The BC Soccer Membership

I have had the honor and privilege of serving as a Board member of BC Soccer for the past twelve years and can honestly say that, despite some frustrating issues and pressures put upon us, that I have enjoyed the experience and sincerely believe that I have contributed to making a difference. The current Board has accomplished many good things and brought BC Soccer to a new level of professionalism on behalf of the membership. I am pleased to have been a part of that achievement. We will encounter many complex challenges as the face of soccer changes in our province and country. I look forward to continuing to be a part of BC Soccer’s leadership team as we work to bring resolution to these issues and to enhance service to, and programs for, the benefit of the membership. I have been encouraged to stand for re-election, thus I humbly offer my experience and service in good faith to you for the position of Vice-President - Youth.

Many of the issues we have, and will no doubt face in the future, have been difficult. However, I believe that, as a Board, we have and will continue to be fair and consistent, look at each situation on its own merits, and come to a reasoned consensus. With a lot of discussion, teamwork, committee meetings, communication and cooperative consultation with our membership, along with continuous learning, I believe, as 1 of 14 Directors, that I have made a contribution and that we, as a team, have worked hard to represent the interests of the membership and the entire soccer community throughout the province in an ethical manner and with integrity.

I believe I have contributed to BC Soccer meeting the objectives I set out in my re-election bid two years ago. While I believe that considerable progress has been made towards our objectives, as set out in our strategic plan, I recognize that there is still much ongoing work to be done and challenges to overcome. I am proud to have been, and wish to continue, with your support, to be a part of that progress.

I want to recognize the efforts of our staff in achieving our goals, for the support they provide to the Board and our various committees, and firmly believe that we need to continue to provide them with the tools, technology, and direction to allow them to do their jobs more efficiently in providing the membership throughout the province with the services they should expect from our Provincial Association.

We also need to work diligently as an organization to continue to enhance our image and our professionalism to advance and market and grow our sport through advertising and publicizing our success and the successes of our membership's teams in all levels of competition. We need to elevate the marketing of our competitions to those not directly involved in the soccer world ie: media, politicians both locally and provincially etc.

I welcome questions from the membership at the "All Candidates" meeting June 8, 2018 and respectfully request your continued support as I offer my service for the position of Vice-President - Youth in the elections at the 2018 AGM.

Yours in Soccer

Rob Lennox

RESUME

BACKGROUND

EDUCATION

1978 Business Certificate in Administrative Management
British Columbia Institute of Technology - Burnaby, B. C.

EMPLOYMENT

I am retired from full time employment after having been employed in the Human Resources / Labour Relations field for over 35 years.

I presently have a part time summer position as a Course Marshal at my local golf course.

PERSONAL INFORMATION

British Columbia Soccer Association – BC Soccer

- Re-Elected Vice President Youth June 2010, 2012 & 2014, 2016
 - Current Chair – Referee Committee
 - Past Chair Governance & Membership Committees

- Past Chair Judiciary Committee
- Member & Vice Chair Youth Competitions Committee
- Member & Vice Chair Grassroots Development Committee
- Member Legal Committee
- Have attended 7 National Championships as Head of Delegation
- Elected Vice President – Youth June 2009
 - Chair Discipline Committee
 - Member Constitution and Rules Committee
 - Member Competitions Committee
 - Panel Member C.S.A. Appeals Committees
- Director 2006 – 2009
- 2007-2009
 - Chair Discipline Committee
 - Member Constitution and Rules Committee
 - Member Competitions Committee
- 2006-2007
 - Member Discipline Committee
 - Member Constitution and Rules Committee
 - Member Competitions Committee
 - Member Offices Services Committee
- Prior to 2006
 - Member Provincial Competitions Working Committee
 - B.C. Class 3 Certified Referee (not currently active)
 - First BCSA Referee Certification achieved 1967
 - Member B. C. Soccer Referees Association
 - Former Certified Class 5 Referee Instructor
 - N.C.C.P. Level 3 and C License Certified Coach (1994)
 - Provincial B Prep Coach (1996)
 - Former Certified Coaching Instructor – N.C.C.P./C.S.A.
 - Technical & Theory Programs

Birth Date: June 8, 1951

Marital Status: Married since 1975 - 2 Adult Children, 2 Grandchildren

Sports & Interests: Soccer, golf, carpentry, camping.

Affiliations: Human Resources Management Association of B. C.
Member 1980 - 2001

Soccer Experience: West Vancouver Soccer Club 1989 - Present

- President 1998 - 2001
- Former Vice-President and Divisional Girls Coordinator
- Club Representative on many West Vancouver Parks committees reviewing planning, fields, lighting, etc.
- Coach/Manager since 1987
 - Youth and Metro Women's

- Current Coach
 - Metro Women's Div. 2 West Van Allstars
 - Awarded Life Membership 2001
 - Awarded Coach of the Year 2004-2005

- North Shore Youth Soccer Association 1992 - 2006
 - Chairman 2004 – 2006
 - Director 1992 - 2004
 - Provincial Cup Coordinator/Scheduler

- Lower Mainland Girls 5 District Soccer League 1992 - 2006
 - Chairman 1995 to 2006
 - Statistician and Cup Scheduler
 - Founding member of Girls Coastal Classic Cup

Carlos Grosso

CANDIDATE FORM

Name of Candidate	Carlos Grosso	
Address & Postal Code	2420 Garden Drive, Vancouver, BC V5N 4X5	
Day Time Telephone		Mobile 604-328-6733
E-Mail	cmgrosso8@gmail.com	
Board Position(s) Standing For	1st Vice President (when it becomes available)	

1. What is your experience in soccer in British Columbia?	
<ul style="list-style-type: none"> ● <u>BC Soccer Committee Experience:</u> <ul style="list-style-type: none"> ▪ Chair, High Performance Soccer Development (2014-Present) ▪ Chair, Membership (2017-Present) ▪ Chair, Facilities (2017-Present) ▪ Vice-Chair, Regional Tier 3 Soccer (2016-Present) ▪ Member, Finance and Audit (2014-2015; 2017-Present) ▪ Member, Adult Competitions (2014-Present) ▪ Vice-Chair, Women In Soccer (2015-2016) ● <u>Coaching Experience:</u> <ul style="list-style-type: none"> ● 2013-2017 Asst Coach, 2000 Girls, Mountain United FC, BC SPL ● 2012 Coach, 2000 Girls, Mountain United FC, BC SPL ● 2004-2012 Coach, Various Age Groups, House/Gold/Selects, BCCGSL ● <u>Playing Experience (no longer active):</u> <ul style="list-style-type: none"> ● Youth Portuguese Canadians ● Senior Division 1 and 2 soccer with PCOV and Sporting Club ● Over 30's Master's Premier Division with PCOV ● Over 40's Columbus 	
2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?	
<ul style="list-style-type: none"> ● 2014 - Present: BC Soccer (BCSA), Director ● 2012 – 2014: Mountain United Football Club (BC SPL), Director ● 2005 – 2014: VMSL, Director ● 2014 – 2016: Portuguese Club of Vancouver, Director ● 2004 – 2014: Portuguese Club of Vancouver, President ● 2004 – 2005: West Coast Over Thirty League, President 	
3. What have been your prime achievements on these boards?	
<p>BC Soccer – Prime Achievement: Involvement in the development of the BC Soccer Premier League License which is a free service designed to assist and support all the BC SPL Franchise Clubs in maintaining and enhancing technical standards, that promotes a player first mentality, supports the Canada Soccer Association's Long Term Player Development Model and provides a clear and recognized pathway for player development and identification within British Columbia.</p> <p>VMSL and West Coast Over Thirty League – Prime Achievement:</p>	

<p>Integration into the VMSL of the West Coast Over 30s League Portuguese Club of Vancouver – Prime Achievement Changing the liquor license of the club from Liquor Primary to Food Primary (restaurant). This allowed all ages to enjoy the amenities in the club but, more importantly, allowed a mix of generations both in terms of players and families. This helped grow the club’s membership and player registration significantly.</p>
<p>4. What specific skills do you feel you will bring to serving as a BC Soccer Director?</p> <ul style="list-style-type: none"> ▪ Practical leadership, developed over years of serving on boards at every level, on shepherding the goals and objectives of politically diverse organizations. ▪ Subject matter expertise on High Performance Soccer programs ▪ Subject matter expertise on Facility Management. ▪ Subject matter expertise (non-professional) on Financial Management and oversight. ▪ Subject matter expertise on Event Management. ▪ Certified Coach
<p>5. BC Soccer’s mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?</p> <ul style="list-style-type: none"> ▪ Registration, on a national level, continues to decline. BC’s registration numbers were also on a downward trend for a number of years but have been rising recently. Many factors have contributed to this change. BC Soccer must remain committed to that growth by continuing to promote and invest in the game. ▪ Training Facility: Among the objectives in BC Soccer’s Strategic Plan, is a commitment to “actively support members in the execution of their sanctioned soccer programming for the food of the game” by purchasing or investing in a training facility and a building that can be used for various education programs including high performance programs, grassroots programming, coaching certifications, referee development and the be the home of BC Soccer

STATEMENT OF CANDIDATE

I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

<p>Sign or type name to confirm: <i>Carlos Grosso</i></p>	<p>Date: April 5th, 2018</p>
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RESUME

Objective:

I am seeking re-election to the BC Soccer Association’s Board of Directors for the upcoming two year term (2018 – 2020).

Goals:

There are many concerns and challenges facing soccer in BC today, but my goal is to work towards significantly reducing if not stopping the exodus of players, particularly female youth players, from the game. Too many players fall away once the elite programs identify and attract their teammates. Not every player will play at the elite levels and our organization, I believe, must continue



to nurture the passion for the game for all players as they transition from Youth to Senior. My experience as both a coach and board member in the Youth environment has provided insight to the problems we face in retaining players. My long-standing involvement in Senior Leagues has allowed me to forge relationships with those that understand the need for change. I will work to leverage those connections and begin to close the gap between Youth and Senior levels to encourage more players to make the shift.

My Philosophy:

Over the past ten years I have served on a variety of boards but my philosophy has remained constant: Do the Right Thing. I have worked to improve every organization with which I have been associated regardless of my position and have learned to recognize the challenges that board members (and others) face when confronted by difficult situations. There is a big difference between what is ideal and what is realistic and although I strive to reach the former, the practical side of me understands that steady, well thought out steps, though small, are often the best approach to significant, lasting change.

Board Experience (NPO):

- **2014 - Present:** BC Soccer Director
- **2012 - 2014:** Director of Mountain United Football Club (BCSPL)
- **2005 – 2014:** VMSL Board of Directors
- **2014 – 2016:** Portuguese Club of Vancouver Board of Directors
- **2004 – 2014:** President of Portuguese Club of Vancouver (6 Senior teams)
- **2004 – 2005:** President of Westcoast Over 30 League

Committee Experience:

- BCSA High Performance Committee Chair 2014-Present
- Membership Committee Chair 2017-Present
- Facilities Chair 2017-Present
- Tier 3 Committee Vice Chair-Present
- Adult Competitions Committee 2014-Present
- Women In Soccer Vice Chair-2015-2016
- Finance Committee-2014-2015/2017-Present

Certifications (Soccer):

Designation	Year Issued
▪ B Provincial License	2010
▪ B Prep Test	2009
▪ CCS, CCY, CCC	2009

Certifications (Professional):

Designation	Year Issued
▪ Licensed Real Estate Agent	2003 by RECBC (re-issued every two years)
▪ Diploma in Operations Management & Industrial Engineering	1986 by BCIT

Coaching Experience:

Year	Club	Level/Position	Accomplishments
2013-2016	Mountain United FC Champions (2000 Girls)	BCSPL/Asst Coach	2013 Provincial 2013 League Champions
2012	Mountain United FC Champions (2000 Girls)	BCSPL/Head Coach	NWCL
2004 – 2012	BCCGSL clubs	House/Gold/Select Coach	

Playing Experience

- **Youth** Played for the Portuguese Canadians
- **Senior** Played Division 1 and 2 soccer with PCOV and Sporting Club
- **Over 30's** Master's Premier Division with PCOV
- **Over 40's** Columbus

Professional History

- 2003 – Present Realtor
- 2012 – Present VP of Operations, Orca West Developments Ltd

Don Dancey

CANDIDATE FORM

Name of Candidate	Don Dancey	
Address & Postal Code	# 74 15875 20 th Ave. S. Surrey BC V4A 2B1	
Day Time Telephone	604 535 8956	Mobile 778 388 5447
E-Mail	dondancey@telus.net	
Board Position(s) Standing For	Director at Large	

1. What is your experience in soccer in British Columbia?
I have been a player, coach, referee and sat on a District Board. I have also been an administrator for a number of years
2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?
I was on the Vancouver Youth Soccer Association Board. I held many positions. I was the Scheduling Secretary, Discipline Chair, Referee Scheduler, 3 District Member, Metro Soccer League member, Vice Chairman and Chairman
3. What have been your prime achievements on these boards?
I helped set up the Pyramid of Play. I was a founding member of the Metro Select League. I was an original member of the 3 District Soccer League. I helped set up the Performance Bond rules that are still in use today.
4. What specific skills do you feel you will bring to serving as a BC Soccer Director?
I understand the game of soccer from a player, coach, referee and administrator perspective. I have travelled this Province and Country and I know what is needed to start to change the dynamics of our game. I am a good listener and I am not afraid to make changes.
5. BC Soccer's mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?
One of our challenges is to understand all the needs of our members throughout the Province. We do not sell ourselves to the Interior of the Province. We need to find a way to bring back the community base. Large clubs have lost the community involvement around the Lower Mainland. We need to make sure that everyone who wants to play can play no matter what their skill level is. Our membership level is dropping and we need to deal with this now.

STATEMENT OF CANDIDATE

I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

Sign or type name to confirm: Don Dancey	Date: April 1, 2018
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RESUME

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.

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.

Edward M. Kennedy


CANDIDATE FORM

Name of Candidate	Edward M Kennedy	
Address & Postal Code	#8, 9025 – 216 Street, Langley, BC, V1M2X6	
Day Time Telephone	604-371-3323	Mobile --
E-Mail	Fasteddie12@shaw.ca	
Board Position(s) Standing For	Director	

1. What is your experience in soccer in British Columbia?
Former youth and adult player Former youth (male and female) and adult (female and male) Coach/Manager
2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?
While I have not served on another non-profit organization board, other than BC Soccer, I nevertheless have served on many committees as outlined in my cover letter and resume
3. What have been your prime achievements on these boards?
Please refer to my cover letter and resume.
4. What specific skills do you feel you will bring to serving as a BC Soccer Director?
My working career was in Canadian banking, where I spent time in operations, human resources, training and my last position was as a Branch Manager. I am very familiar with the need to not only budget carefully but equally important is the need to monitor and track. Having been a player and coach/manager at the youth and adult levels, I am able to relate to the challenges that are now being faced in the soccer community.
5. BC Soccer's mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?
There will always be challenges as the Association continues to grow and diversify. Some of the challenges that I see are, but not limited to: A. Declining registration at all levels (in youth-female/male and adult-female/male.) Our youth and adults of today have so many options available to them. Once registered with BC Soccer, retention becomes a challenge. We must make soccer enjoyable and fun. B. Continue to create and facilitate ongoing opportunities for open, honest and inclusive dialogue with the membership. C. Develop a well defined succession plan for Board positions, including the President, the Executive and each of the staff director positions. D. Continue to develop and strengthen our relationship with the Whitecaps Soccer Club.

STATEMENT OF CANDIDATE

I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

Sign or type name to confirm: 	Date: <u>MAR 24/2018</u>
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LETTER

Attention: BC Soccer Membership

Please accept this letter as confirmation of my interest in being considered for re-election as a Director for the BC Soccer Association.

It has been my pleasure to serve on the BC Soccer Board for the past several years. Combining my past experiences on the BC Soccer Board, and my work and life skills, I believe I continue to be a worthy candidate.

I was first elected to the Board in 2002. During my time on the Board, I have served two terms as the Chair of the Technical Committee, now known as the Soccer Development Department. In addition, I have served three terms as the Vice-President of Finance. Some of the other committees that I have served on include:

- Office Services (since disbanded)
- Nominations (Chair in 2007, 2009, 2012, and 2015)
- Core Review (since disbanded)
- Whitecaps Focus Group (since disbanded)
- Competitions – youth and adult
- Governance
- Risk Management

During the past four years, I have served on the Judicial, Women in Soccer Working Group, Strategic Plan and Sub-Finance Committees. In addition, I have been the chair of the Risk Management Committee for the past 4 years and continue to serve on the Finance Committee.

In chairing the Risk Management Committee I have, with other Committee members, tried to increase the awareness and importance of risk management to ensure it is far reaching and goes beyond the scope of criminal record checks into other areas (i.e. player safety – concussions, financial management, etc.)

When I served as the Nominations Chair, I am please to state that I reached out to Roger Barnes, former President, present board members Chris Appleby and John Charleton and encouraged them to run for the BC Soccer Board.

I am pleased to state that as the former Vice President of Finance, I was instrumental in developing the present financial format for monthly reporting of the Association's financial progress and completion of the annual budget for presentation to the membership.

In serving on the aforementioned committees, I have used my time as an opportunity to gain a full and better understanding of how the various committees function and the challenges they face. I firmly believe that I have been an active and contributing member to all these committees. In turn, I can better appreciate the importance of each group, and their interconnectedness, to the overall goals, vision and direction of the BC Soccer Association.

For each of the years I have served on the Board, I have found that each year brings new challenges and opportunities to look at our sport from a new angle. In my former position as the Vice-President of Finance and as a member of the Finance Committee, I believe we have achieved great success in addressing the challenges associated with meeting and surpassing the overall yearly budget forecasts submitted and approved by the membership. As well, we have made great strides in the reporting of the Association's financial progress to the membership. It is now more user-friendly which lends to greater understanding and increased communication by all stakeholders.

It is a matter of record that the association has purchased their own premises from cash resources. As such, the new premises are debt-free and the contingency fund now stands at a healthy \$1,000,000 +. With our cash flow significant and stable, the financial health of the association has been restored and it has never been so strong. Personally, I have been honoured to be part of the Financial Committee and take great pride in what the committee has collectively been able to achieve to date.

In addition to my personal involvement with the BC Soccer Association and my commitment to the game of soccer, I am pleased to share that I have three children who are actively involved in coaching and eight grandchildren who play competitive soccer. In addition, one of my daughters serves as a Senior Board Member for her local AYSO (American Youth Soccer) Region and I have a son-in-law who is an active referee for select level soccer. Their experiences in navigating the sport also serve to heighten my interest and commitment to helping our association to grow and develop.

During my seventeen year tenure on the Board, I feel very fortunate to have worked with so many hardworking and dedicated staff and Board members who are passionate about the game of soccer.

Thank you in advance for considering my application. Please find attached an overview of my work and sports background as it relates to my life experiences.

I am committed, eager and excited to continue working for this great organization. Should members of the BC Soccer Association membership require additional information, please do not hesitate to contact me by phone at 604-371-3323, or by email: fasteddie12@shaw.ca.

Respectfully submitted,



Edward M. Kennedy

RESUME

Objective

To continue to utilize my work experience (finance and banking) and life experience (coaching and managing youth sports) to grow, support and develop the organization that complements my passions and interests. During my employment years, I worked in many different areas of the banking industry: Branch Operations, Training, Human Resources and Commercial Credit Adjudication. Throughout my life, I have been involved in many areas of youth and senior sports and activities that focus on personal development and leadership: youth soccer coach, youth softball coach and manager, Cub Scout Leader (Beavers), BC Provincial soccer programs, BC Senior Summer Games volunteer and participant.

Education

- Burnaby North High School, Graduate
- Simon Fraser University, Burnaby, BC – courses relating to financial matters
- British Columbia Institute of Technology (BCIT), Burnaby, BC – Certificate in Financial Planning
- NCCP Coaching Certification – “C” License

Interests/Activities

- Family Activities – hiking, camping, biking, golf
- Soccer – Coaching, managing and administration
- Soccer – participated in youth leagues from age 8-17; played 10 years in an Old Timer’s league
- Slo-Pitch Softball- Huntsman World Senior Games, Men’s Slo-pitch leagues and BC Senior Games
- Volunteer – BC Senior Games

Work Experience

- Bank of Nova Scotia, retired November 2004 (43 years of service; 22 years as a Branch Manager)
- Bank of Nova Scotia, November 2004- December 2008 – temporary contracts in relief assignments and special projects.

Volunteer Experience

I have been actively involved in the coaching and management of various female and male sport teams since 1975. My experience includes:

Coach

- Coed youth soccer in Chilliwack 1979-1980
- Various girls soccer teams in Chilliwack 1980-1982
- Various teams in Chilliwack Minor Youth baseball and softball, 1980-1982
- Burnaby Heights United Celtics, Boys Soccer 1982-1991
- Wesburn Angels Girls Soccer, 1983 (co-coach)
- Burnaby Canadian Tigers, Select Division-MWSL (co-coach)

- Coach/player – Bonsor Community Co-ed Slo-Pitch 2005-2007
- Coach/player – Langley Coasters Senior Co-ed Slo-pitch, 2017-2018

Manager

- U16 Coquitlam United Thunder, 1986 Provincial Champions and National Games participant (St. John, New Brunswick)
- U16 Girls Provincial Soccer Team 1989
- Western Canada Women’s Provincial Soccer Team, 1989
- U18 Girls Provincial Team 1991
- Canada Summer Games, Women’s Provincial Team 1993
- Western Canada Games, Men’s Provincial Team 1995 and 1999

Mission Staff

- Western Canada Games, 1995 and 1999 (Men and Women’s Provincial Team)
- Canada Summer Games, 1997 and 2001 (Men’s Provincial Team)

Other

- Participant & volunteer BC Senior Games-2012,2014-2016
- Silver medal in Senior Slo-pitch -2012,2014-2015
- Gold medal in BC Senior Games Slo-pitch 2016

References

Mr. Carmen Morelli, Former Coach,
Western Canada Games 1995 & 1996
Canada Summer Games 1997 & 2001

Mr. Alan Churchard, Former Technical Director
British Columbia Soccer Association

Mr. Mike Gilmore, Lifetime Member
British Columbia Soccer Association
Elected Member – Burnaby Sports Hall of Fame

Debbie Pudek

CANDIDATE FORM

Name of Candidate	Debbie Pudek	
Address & Postal Code	2168 King Albert Avenue, Coquitlam, B.C. V3J 1Z5	
Day Time Telephone	604-931-6776	Mobile: 604-916-3411
E-Mail	Debbie.pudek@shaw.ca	
Board Position(s) Standing For	Director	

1. What is your experience in soccer in British Columbia?

I began playing girls soccer in 1974 with one of the first girls teams in the province and then went on to be one of the first Women's Teams to play competitive soccer with the Lower Mainland Women's League which is now known as MWSL (Metro Women's Soccer League). I currently play for a Division 2 Women's over 30's team in the MWSL with Poco Soccer Club.

Soccer player 1974 – Now – Continue to live the mission statement “Life Long Play” playing in the World Masters in 2005 Edmonton, 2009 Australia, 2013 Torino, Italy, 2017 New Zealand.

Coached both my children's soccer teams for 8 years with Coquitlam Metro Ford and **managed** my women's teams for over 20 years.

November 2009 – December 2012 - Chair of the Whitecaps Foundation Networks Committee:

Provided Executive insight and guidance to support the Whitecaps Women's program through fundraising and profile raising as well as helping to develop short and long term strategic plans for the Networks group foundational programs.

Worked with Program Director – Danny Lenarduzzi to facilitate ticket sales and municipal awareness in the Lower Mainland to drive fans to the Women's Whitecaps games. Working with local Mayors and staff as well as the business community and networks.

April 2013-July 2015 – Vice President/Director/Treasurer/Audit Chair MWSL (Metro Women's Soccer League)

Adult Women's Non-Profit organization serving over 8000 members inclusive of Players, Coaches, Assistant Coaches and Managers in the Lower Mainland

Developed, drove, and executed on Strategic Plans inclusive of Marketing, Events and Sponsorships. P&L and Board Governance signoff for Association financials - Treasurer.

January 2014-June 2015 – Committee Member of the WWC (Women's World Cup) Legacy Committee – BC Soccer

Committee consisting of members from the National Organizing Committee for the Women's World Cup, Local Organizing Committee, Community Members and Directors BC Soccer to drive provincial legacy initiatives.

May 2015-July 2015 – FIFA Women's World Cup – BC Place – Manager Volunteers

Team Lead – Management Centre/Media/Communications – FIFA Women's World Cup

May – July 2015

Provide support and guidance to several hundred volunteers at BC Place. Stadium Media and Communications/Ticketing

August 2015-April 2016 – Community Member for the WIS (Women in Soccer Committee) – BC Soccer

Increase the level of participation and leadership engagement of
Increase inclusivity on club/local boards and committees and provide support and means for women wanting to participate.
Develop a network of female leaders, mentors, and mentees.

September 2017 – Now – Community Member WIS (Women in Soccer Committee) – BC Soccer

Increase the level of participation and leadership engagement of
Increase inclusivity on club/local boards and committees and provide support and means for women wanting to participate.
Develop a network of female leaders, mentors, and mentees.

2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?

November 2009-December 2012 – Chair of the Whitecaps Networks Committee

Provided Executive insight and guidance to support the Whitecaps Women's program through fundraising and profile raising as well as helping to develop short and long term strategic plans for the Networks group foundational programs.

April 2013-July 2015 – Vice President/Director/Treasurer/Financial Audit for MWSL (Metro Women's Soccer League) www.mwsl.com

Develop, drive, and execute on Strategic Plan inclusive of Marketing, Events and Sponsorships. P&L and Board Governance signoff for Association financials - Treasurer.

June 2013 – Now – Chair Board of Directors for the SHARE Society and 43 Housing

<http://sharesociety.ca/staff-board/>

Chair a Board of 12 members inclusive of CEO. Strategic planning and oversight inclusive of P&L for over \$7 million-dollar non-profit social service agency supporting the Tricities (Coquitlam/Port Coquitlam/Port Moody and Anmore)

BC Soccer Committee/s:

January 2014-June 2015 – WWC (Women's World Cup Legacy Committee) BC Soccer
Community Member – with members for the NOC, Local Organizing Committee, Past National Team Player and Board Chair/Directors BC Soccer.

August 2015-April 2016 – WIS (Women in Soccer Committee) - BC Soccer

September 2017-April 2017 – WIS (Women in Soccer Committee) – BC Soccer

3. What have been your prime achievements on these boards?

In my roles with the MWSL as VP and as Marketing Director— developed and drove strong partnerships with Canadian Soccer Association and BC Soccer and garnered new partnerships through marketing opportunities to drive increased revenues and opportunities to support the membership. Developed a strong Marketing and Communications Plan inclusive of all aspects of social media. Driving new 2 way communication channels with our membership.

As Chair of the Women’s Networks Committee we successfully drove increased awareness and focus on the Women’s Whitecaps Soccer Team and saw an increase in support not only in tickets sales but from the local communities driving a buzz among our young soccer players.

During my tenure with the SHARE Board of Directors as Chair – we have successfully hired a new CEO for our 120 person strong organization, developed a strong 3 year strategic plan, negotiated a new partnership deal to build a new \$20 million dollar Children’s Centre with Kinsight (formerly Simon Fraser Society) and St Andrews Church in Port Moody. This facility due to open in late 2019 will support many children in need in our community and centralize all required services with both SHARE and Ministry of Children and Families into one central hub helping to make it easier for the children and their families. In addition, we have solidified a strong platform to support Affordable Housing in the Tricities taking ownership of over 250 affordable housing units and making a commitment to be the hub organization for affordable housing in the Tricities.

4. What specific skills do you feel you will bring to serving as a BC Soccer Director?

I have extensive Board experience giving me a strong understanding of the interworking’s, support and behaviors required to be a strong and effective Board Director.

With over 42 years in the soccer world as a player, coach, manager and Board Director/VP and committee member I have a good understanding of the BC Soccer Board, the membership, and the partners.

Excellent communication skills, passion for the sport of soccer and understanding that as a Board Director my role is to represent all the needs of the membership.

Over 25 years of senior level business experience bringing strong financial acumen, project/program management and marketing and communication skills.

5. BC Soccer’s mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?

BC Soccer’s biggest challenge is to be able to meet the needs being driven out by Canada soccer goals to develop our elite athletes to be competitive on the National and International stage; fund and support development for coaches and officials and balancing that with the goals of inclusiveness and accessibility allowing life long play for all; as stated in the Strategic Plan 2016-2019.

Potential opportunities:

Work with membership to offer alternative ways to play the game vs traditional full season 11 aside play. – this initiative may be one that would encourage youth who are leaving the game between high

school and college/university an alternative to stay involved in the game. This may also encourage more tenured players to play longer.

To continue and look for new ways to provide an environment for inclusivity and diversity supporting opportunities to encourage more girls/women to participate in the game, sit on Boards and take on Coaching and Technical roles.

More opportunities will continue to develop as we continue to foster 2 way communication between our membership needs and partner to support those.

STATEMENT OF CANDIDATE

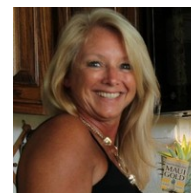
I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

Sign or type name to confirm: **Debbie Pudek**

Date: April 5, 2018

LETTER

To the BC Soccer Membership:



I am submitting my name for consideration for a Director role on the BC Soccer Board of Directors.

Why consider me?

- Over 20 years senior level leadership experience within the sport community as well as the corporate and non-profit community
- Over 5 years' experience working on non-profit Boards/Committees within the Sport Community.
- strong financial acumen and marketing and communication skills.
- Over 40 years as a player, coach, board member and advocate for Soccer.

My experience along with unlimited passion and energy for the sport would make me a strong candidate to represent your needs on the Board.

I look forward to meeting you at the AGM.

Yours truly,

Debbie Pudek
604-916-3411
debbie.pudek@shaw.ca
<http://ca.linkedin.com/in/debbiepudek>

RESUME

Profile:

Senior Management professional with over 15 years of experience in Marketing, Communications, Human Resources, Program/Project/Change Management, Sales, and Operations. My expertise is differentiated by my ability to transform any business challenge into a growth opportunity for both the business and the teams involved. I am an excellent negotiator, facilitator, skilled mentor, and leader. The passion, drive and focus I bring to any role drives continuous and successful results.

Highlighted Qualifications:

- Extensive Marketing and Communications background
- Organizational Development/Change Management professional
- Expert contract negotiator
- Certified facilitator with strong presentation skill set at C-Suite level
- Expert Networking skills, extremely strong network within the Business and Non-Profit communities

Work Experience:

President - CO-Dek Consulting

Dec 2009-Now

Executive Consulting

Director of Marketing and Communications – MWSL – April 2015 – March 2016

- Management of day to day communications activities of the organization with consideration given to members' needs and the long-term sustainability of the organization.
- Provide a voice for Women's soccer in British Columbia by building and/or enhancing strong relationships with stakeholders and serving as the organization's primary spokesperson
- Sponsorship and Partners: Manage existing and cultivate new, including securing sponsorship funds; website marketing, benefits for membership and event sponsorship.

Organizational Development and Change Consultant/Acting Director – Liquor Distribution Branch

April 2014 - August 2015

- design and implement organizational effectiveness and leadership development initiatives to help achieve business strategy including but not limited to organizational development, change management, succession planning, assessments, employee engagement, performance management, leadership development, competency modelling, workforce planning and team effectiveness.
- Led and co-facilitated over 300 Managers to date through Change Management Simulation in preparation for transformational organizational change

- Coordinated and facilitated Executive Sponsor Program for Senior Executives in preparation for large transformational projects
- As a strategic business partner to Executive Leadership Team evaluated Employee Engagement results, facilitated employee sessions with the intent to build go forward strategy and plans
- development of organizational Change Management strategies inclusive of build, execution and sustainment – Creation of a Change Agile Organization
- Led Change Management for several transformation projects for the organization

Senior Product Manager Global Services – SMART Technologies

Dec 2012

- P&L responsibility for \$2.5M Educational Professional Services portfolio with influence with over 100 employees globally in areas of Education Services, Sales, Marketing, Product Management and operations.
- Review, assess, and make recommendations for process and product efficiencies to drive improved revenues and margins for 2013

Marketing Western Canada – Allstream

Nov 2011- Nov 2012

- Negotiate/Secure large sponsorship/media agreements
 - Negotiated significant sponsorship and advertising agreements to drive brand in Western Canada. i.e. Gastown Global Relay Bike Race, News 1130 Radio advertising and BC Lion package sponsorship
- Drive/execute Marketing programs/product introductions
 - Launched several Sales programs to drive increased revenues and customer adoption – 20% revenue increase
- Drive increased brand awareness and recognition
 - Media/Print/Social Media/Events
- In collaboration with Sales drive increased revenues BC and Alberta
 - Developed and launched regional Sales incentive programs to drive revenues
- Marketing intelligence and product/vendor collaboration
 - Marketing analysis to identify regional sales opportunities and further enhance and develop new product offers

President - CO-Dek Consulting

Dec 2009-Now

Executive Consulting

Executive Consultant - Acrodex (CO-Dek Consulting)

April–Dec 2010

- Successfully led Executive Team and developed, designed and operationalized a comprehensive National IT Services program and moved the organization from **Cisco Premier to Cisco Gold Partner within a 7 month timeline.**
- Results included a 30% increase in National product /services discounts, increased operational efficiencies and streamlined National support model.

- Develop and operationalized a National IT Services Model targeted to increase 30-40% revenues in 2011.

Senior Product Marketing Manager –TELUS

April 2006-Dec 2009

- Complete “**P & L**” responsibility for all aspects of a National Services business worth **over \$160 Million** with **influence over 600+ employees**.
- Drove, Developed and Launched National Service initiatives, inclusive of program management.
- Negotiated and managed National services agreements with External Vendors. CISCO, Nortel, Avaya, Siemens, Teltronics
- **Project/Program Managed National change initiatives**

Senior Management Lead – National Re-Engineering Project – TELUS Feb 2005-Apr 2006

- Led National Re-Engineering project impacting over 500 employees
- \$9M costs savings annually
- Developed, designed and executed streamlined National processes.
- Facilitated discovery and change management workshops.
- Designed, Built, and executed Project plans delivering updates to National Stakeholders, Executive Steering Committee and Executive Project sponsors.
- Mentored and led National Project Team.

Business Manager - National Customer Care - TELUS

Nov 2004-Feb 2005

- **Led and Managed 18 Senior Sales Support Representatives** responsible for our top 100 BC Customers who generated 80% of TELUS’s revenue.
- Designed and delivered continuous process improvement efficiencies.
- Led team and supported the team through significant change management initiatives.

National Sales Support Manager– TELUS

Jan 2002-Nov 2004

- Profit and Loss responsibility for \$95 million dollar National Services business
- Led team of 19 Senior Sales Support Representatives inclusive of **Performance Management and Career Development**.
- Managed \$1.4M operating budget.

Application Training Consultant – TELUS

Nov 1988-Jan 2002

- Developed, designed and executed training on communication phone systems/data systems for top 100 Enterprise customer base.

Non Profit/Volunteer:

**Community Member WWC (Women’s World Cup) Legacy Committee
January 2014 – June 2015**

Volunteer Manager – FIFA Women’s World Cup 2015
June 2015-July 2015

Community Member – Women in Soccer – BC Soccer
September 2015-April 2016
September 2017 – Now

Team Lead – Management Centre/Media/Communications – FIFA Women’s World Cup
May – July 2015

- Manage volunteer management center – Assisting volunteers with changes, sign in, questions and answers. Full security clearance to assist in all areas.
- Media/Communications – working in Communications hub with Journalist/Reporters helping with registration, accreditation and prepping for press releases and guidance to support Share Society programs and services
- Ticketing – assisting public with ticketing issues/concerns – Public Relations.

Chair – SHARE Society
Executive 1st Chair
Director

June 2016-Now
June 2015-June 2016
June 2013-June 2015

- Provide Executive insight and guidance to support Share Society programs and services

Vice President and Director of Marketing and Communications – Metro Women’s Soccer Association **April 2013-June 2016**

- Metro Women's Soccer League is the largest Women's Soccer Association in Canada representing over 8000 members.
- Develop, drive, and execute on Strategic Plan inclusive of Marketing, Events and Sponsorships.
- P&L and Board Governance signoff for Association financials \$500,000

Chair of the Whitecaps Foundation Networks Group **Nov 2010- May 2012**

- provide Executive insight and guidance to support the Whitecaps Women's program through fundraising and profile raising as well as developing short and long term strategic plans for the foundational programs
- Target \$350K in fundraising for 2011 Series, 30% increase in Ticket Sales
- Design/Develop/drive execution of revenue generating programs
- Driving Sales program to target and secure \$70,000-\$100,000 of additional revenue for Women’s Whitecaps 2011 program

Member Sport Council – City of Coquitlam **Feb 2012- Feb 2013**

- **consult on a wide range of areas including sport and recreation facility development priorities, strategic planning initiatives and policy development;**

- Support the organization of administrative functions across all sport organizations and supports sport organizations in exploring opportunities to host major sporting events; and
- Advocates and promotes the value and benefit of sport for all ages and abilities.

Team Lead Event Services – VANOC – 2010 Olympic Games

Dec 2009-Jan 2010

- Managed all aspects of Opening/Closing ceremonies for the Vancouver 2010 Olympics; which consisted of 60,000 Spectators, over 3100 Athletes, Media, Performers and Olympic Family inclusive of Victory and Medal Ceremonies
- Managed specialty team responsible for the Athletes parade consisting of over 3100 Athletes for the Opening and Closing Ceremonies

Education:

PROSCI Change Management Certification	May 2014
Executive Program – WXN (Women’s Executive Network)	Sept.2009
Governance Essentials – UBC Sauder School of Business	Nov 2009
MBA Executive Management Certificate – SFU	Sept 2006-June 2007
Leadership Challenge Certificate – Banff School of Management	June 2003

Networking Groups and Associations:

- BC Human Resource Management – HRMA
- Vancouver Board of Trade
- Metro Women’s Soccer Association
- Tri-City Chamber
- Association of Change Management Professionals
- Whitecaps Foundation
- Women’s Executive Network (WXN)
- Why the Women’s World Cup Matters (WWWCM)
- Whitecaps FC MLS
- SFU Alumni Association

Francisco Rubio

CANDIDATE FORM

Name of Candidate	Francisco Rubio (Full legal name: Crisogono Francisco Rubio Nieto)	
Address & Postal Code	3-600 Sherwood Road, Kelowna, BC V1W 5K1	
Day Time Telephone	(250) 575-4346	Mobile: (250) 575-4346
E-Mail	frubio@gmail.com	
Board Position(s) Standing For	Director	

1. What is your experience in soccer in British Columbia?

I started more than 6 years ago as an assistant coach for a U9 and then a U10 team. Then I took all the Community Coaching Courses and became a head coach of a Kelowna United U11 team and remain there as a coach for 4 years. Four years ago I became a Director at Large at Kelowna United and have been a board member since then.

2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?

COYSA: Director (KUFC Representative)
 Kelowna United: Director at Large and Treasurer
 Internet Society Peru Chapter (ISOC Peru): President
 Network Access Point Peru (NAP Peru): President

3. What have been your prime achievements on these boards?

Kelowna United: During my time serving at the Kelowna United board two big things were accomplished by the club, the construction of a new year round training facility and the creation of a new program in partnership with the University of British Columbia - Okanagan to further the development of our players and declare these new Kelowna United / UBC Junior Heat teams for the Provincial A Cup. The construction of the new training facility is almost complete and our teams are already training there. Because of the success of the Kelowna United / UBC Junior Heat program, the timing to finish the new training facility has been critical. The Kelowna United / UBC Junior Heat teams have double the number of training sessions than our regular Kelowna United teams so more training time slots are needed.

ISOC Peru: I was elected as the first president of ISOC Peru. During this period we established the bylaws, officially incorporated the Peruvian Chapter of the Internet Society, Peru and make it known within the country. Now several years later ISOC Peru is an organization that provides leadership in education, access, and policy regarding the development of Internet in the country.

NAP Peru: I was the Deputy President of the first NAP Peru board but soon after the board was elected the President had to leave so I got in charge of the presidency. This was the time when the NAP was actually built, when the negotiations and policies for the Internet providers to access the NAP were established and when the NAP started to operate. Currently the NAP Peru is the national network exchange facility where Internet service providers connect with one another within Peru.

4. What specific skills do you feel you will bring to serving as a BC Soccer Director?
<p>High ethical standards and integrity Excellent interpersonal skills with ability to work independently and as part of a team Quick learner, with strong analytical and problem-solving skills Financial and computer literacy First-hand knowledge of soccer in BC's Interior Willingness to work with all stakeholders province wide for the advancement of soccer in BC</p>
5. BC Soccer's mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?
<p>Probably one of the biggest challenges is not enough playing time, especially among young players. It is true that soccer is the most played sport among Canadians (most registered players) but it doesn't necessarily mean that these players are playing a lot of soccer. Most registered players train once a week and play once a week during a short season during the year. They do not play soccer on their free time before, during or after school hours. To find ways to increase the playing time in a structured (through the clubs and leagues) or unstructured (at school or other places on free time) format would help a lot in the development of soccer in the province.</p> <p>Another big challenge, especially for young players in house leagues, is the lack of motivation and competition. During their season the players in these teams play with the teams in their local league and that is it. It would be nice to have a tournament/cup at the end of the season to provide these teams with an opportunity to play teams in other equivalent leagues at the regional or even province wide level. This could provide an incentive to play and compete.</p>

STATEMENT OF CANDIDATE

I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

Sign or type name to confirm: Crisogono F. Rubio	Date: 2018/April/05
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RESUME**HIGHLIGHTS OF QUALIFICATIONS**

- Master in Health Information Administration from US university and foreign medical degree
- Experience in health informatics, health care services, information and communication technologies, project management , business administration, research and publishing
- Self-starter and quick learner, with strong analytical and problem-solving skills
- Responsible, able to multitask, manage time, work under pressure and meet deadlines
- Excellent interpersonal skills with proven ability to work independently and as part of a team
- Strong communications skills, able to support and communicate with different stakeholders
- Passed the CPHIMS-CA Exam in 2011
- Detail oriented and attentive to accuracy
- Fluent in English and Spanish

EXPERIENCE**Senior Health Business Consultant****Telus Health**, Kelowna, BC

January 2015 - up to date

- Responsible of the configuration of the Home Health Monitoring software (initially RPM and later Tunstall)
- As a member of the Clinical Advisory Group, responsible of providing clinical recommendations and feedback to the whole Telus Patient Engagement Team (which includes the Home Health Monitoring, Electronic Medical Records Patient Portal and Personal Health Records teams)
- Working within an Agile environment, Product Owner of the Telus Home Health Monitoring Solution, leading the development of this product

Clinical Informatics Specialist**Telus Health**, Kelowna, BC

March 2014 - January 2015

- Responsible of developing, deploying, maintaining and supporting clinical templates, clinical guidelines and protocols, clinical and utilization dashboards and reports, support documentation, as well as other clinical and decision support tools in the Med Access Electronic Medical Record (EMR)
- In charge of deploying the Objective Data Reporting (ODR) Dashboard for the Physician Information Technology Office (PITO) in BC, building and deploying a clinical dashboard and clinical templates for the second phase of the Chronic Disease Management - Quality Improvement Program (CDM-QIP) in Saskatchewan, building a population screening dashboard to be tested in Alberta as well as a utilization dashboard to be tested in new EMR implementations

Clinical Informatics Specialist**Med Access**, Kelowna, BC

March 2013 - February 2014

- Responsible of developing, deploying, maintaining and supporting clinical templates, clinical guidelines and protocols, clinical and utilization dashboards and reports, as well as other clinical and decision support tools within the EMR
- Built and deployed dynamic clinical templates for the first phase of the CDM-QIP in Saskatchewan
- Developed, passed conformance testing and ran pilot sites gathering feedback from physicians throughout BC for the ODR Dashboard

Manager, Clinical Content**Med Access**, Kelowna, BC

June 2011 - February 2013

- Responsible of developing, deploying, maintaining and supporting clinical forms and other clinical content within the EMR
- In charge of developing and deploying of more than 200 forms within the EMR for the Physician Office System Program (POSP) in Alberta
- Manage the day-to-day operations of the Clinical Content Department

Data Steward, Community Healthcare and Resource Directory (CHARD)**HealthLink BC, Ministry of Health**, Burnaby, BC

October 2010 - March 2011

- Built and maintained relationships with healthcare specialists and service providers in order to collect their data to populate the CHARD database
- Collected, classified, uploaded and maintained data in the CHARD database

Comparison Shopping Engine Account Manager

Cymax Inc., Vancouver, BC

June 2009 - October 2010

- Monitored online Comparison Shopping Engine (CSE) daily performance and create daily, weekly and monthly brand/channel reports
- Enhanced product information for optimal online product visibility
- Analyzed data from varied sources and identify new opportunities to grow the online channels
- Managed products, brands and online channels to achieve return on investment goals

Health Information Systems Specialist, Threshold Immunization Program

Abt Associates, Lima, Peru

2008 - 2009

- Responsible of the development and deployment of information and communications systems to support the National Immunization Program of the Ministry of Health in Peru
- Interacted with government officials at different levels, stakeholders and community leaders to agree on information system requirements
- Planned and coordinated the health care personnel training

Associated Consultant

DN Consultores, Lima, Peru

2007 - 2008

- Responsible of managing and coordinating research projects and studies, gathering and collecting data from variety of sources such as Internet, suppliers, vendors, customers and regulatory bodies, to generate market research reports for healthcare organizations, telecommunication carriers and multilaterals in Latin America
- Participated in the design of CareNet, a pilot program to monitor chronic diseases (diabetes) and to increase treatment compliance by using cell phones, and of gathering information of chronic disease management programs in Peru, Chile and Colombia
- Responsible of writing grant proposals, technical reports and delivering presentations

Product Development & Health Informatics Officer

Voxiva, Lima, Peru and Washington, DC, USA

2004 - 2006

- As part of the company's Global Product Development Team, I participated in the research, design, standardization and development of information systems for the healthcare and government sectors in Latin America, Africa, Asia and the US, based on the use of information and communication technologies applied to urban and rural settings
- Wrote grant proposals, managed and participated in projects related with disease surveillance, adverse event monitoring, chronic disease management, HIV/AIDS treatment, public safety, public services monitoring and citizen participation

Internet Product Manager

Telefonica del Peru, Lima, Peru

2000 - 2004

- Participated in the proposal of legislative bills for the National Internet Domain Name System, Digital Signature and Digital Certificates, e-Commerce and Guidelines for the Spread Use of Internet
- Responsible of launching the Peruvian Network Access Point (NAP Peru) and of the nationwide deployment of Wi-Fi hotspots
- Helped to prepare the first comprehensive report on Information Society in Peru

- Representative of the Peruvian Private Sector to the Asia Pacific Economic Cooperation (APEC) forums on Digital Divide and Young Entrepreneurs in Taiwan and China

CIO & Medical Informatics Consultant

La Red S.A. – Internet Service Provider, Arequipa, Peru 1997 - 2000

- Managed the day-to-day operations, systems maintenance and technical customer support, periodically updating and upgrading the organization's systems and deciding upon the adoption of new technologies
- Set up and supported telecentres in various regions throughout the country
- Medical informatics consultant for the European Union - Peruvian Government PARSSA Health Reform Project
- Developed and edited a web-based peer-reviewed biomedical index and electronic medical journal, which included the participation of a group of physicians of five different countries

General Practitioner

Ministry of Health of Peru, Medical Rural Service, Tacna, Peru 1994 - 1995

- Responsible of providing health care, planning and designing strategies for urban and rural public health activities, education and training of health personnel and community
- In absence of the director, responsible of managing the clinic and its satellite centers

VOLUNTEERING

Board Member

Kelowna United FC, Kelowna, BC 2015 - up to date

- First as Director at Large and later as Treasurer (November 2016 - November 2017)

Volunteer and Table Tennis Umpire

55+ BC Games, Vernon, BC September 2017

Soccer Community Coach

Kelowna United FC, Kelowna, BC 2013 - 2016

- Trained Soccer Community Coach (NCCP# 5668200)
- Coached U11, U12 and U13 Boys teams

Table Tennis Coach

Okanagan Mission Secondary School, Kelowna, BC 2015 - 2016

- Coached the OKM Table Tennis Club

Volunteer

Governance Working Group, Digital Health Canada (formerly COACH) 2012 - 2013

Soccer Community Coach

Okanagan Mission Youth Soccer Association (OMYSA), Kelowna, BC 2012 - 2013

- Coached U10 Boys team

Translator

Kelowna Community Resources, Kelowna, BC 2012 - 2013
 Volunteered as English – Spanish Translator in the Settlement and Integration Services

Web Administrator

Latincouver, Vancouver, BC 2009 - 2010
 • In charge of maintaining and uploading images and content in English, Spanish and Portuguese to this web portal oriented to the Latin American Community

EDUCATION**Freedom of Information and Protection of Privacy Act Training**

Ministry of Citizens' Services, Province of BC 2010

Protection of Information Awareness Training

Office of the Chief Information Officer, Information Security Branch, Province of BC 2010

MySQL Database Design and Administration

BCIT, Vancouver, BC, Canada 2010

Systems Analysis and Design

BCIT, Vancouver, BC, Canada 2010

Relational Database Design and SQL

BCIT, Vancouver, BC, Canada 2009

Epidemiologic Applications of Geographic Information Systems (GIS)

Johns Hopkins University, Baltimore, USA 2006

Executive Master of Business Administration

EOI Business School, Madrid, Spain 2003 - 2004

Master of Health Sciences in Health Information Administration

Medical University of South Carolina, Charleston, South Carolina, USA 1995 - 1997

- Awarded Fulbright Fellowship
- Dean's assistant of the South Carolina Area Health Education Consortium (AHEC)
- Research assistant of the Chairman of the Department of Health Administration and Policy
- Took epidemiology and biostatistics courses for two terms in the Department of Biostatistics, Bioinformatics and Epidemiology of the College of Graduate Studies

Medical Doctor

Universidad Nacional de San Agustin, Arequipa, Peru 1986 - 1994

- First Prize on Medical Education in the III National Congress of Medical Students in 1987

Tony Sandhu

CANDIDATE FORM

Name of Candidate	Kuljinder Tony Sandhu	
Address & Postal Code	16899 Greenbrook Drive, Surrey, BC, V4N 5C6	
Day Time Telephone	604-341-3654	Mobile 604-341-3654
E-Mail	tsandhu1970@yahoo.ca	
Board Position(s) Standing For	Director	

1. What is your experience in soccer in British Columbia?
Played soccer in BC for over 25 years Refereed soccer for over 15 years Coached soccer with various clubs for the last 7 years
2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?
Surrey Hospice Society – Vice President Surrey Board of Trade - Director Surrey Crime Prevention Society – Vice President
3. What have been your prime achievements on these boards?
Increasing membership with the Surrey Board of Trade by 50% Fundraising for the Surrey Hospice Society so we could be less reliant on provincial funding Write policy for the board for the Surrey Hospice Society Attract directors to help fill vacant positions and participate in attracting volunteers
4. What specific skills do you feel you will bring to serving as a BC Soccer Director?
Leadership, fundraising, previously served on boards, volunteer recruitment, passion for soccer
5. BC Soccer's mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?
Ensuring registrations stay strong as the age groups move up Coaching education as levels increase and minimal coaching certification for all levels Cost to play as players play at higher levels Keeping soccer fun

STATEMENT OF CANDIDATE

I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

Sign or type name to confirm: Tony Sandhu	Date: April 5, 2018
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RESUME

Accomplishments

- Increased Broker Division book of business by \$40 million in 12 months.
- Developed the Wealth Management department by working with another Credit Union.
- Boosted Commercial book of business by \$10 million dollars.
- Developed a strong team environment to manage restructuring and reducing workforce at the branches.
- Managed member relationships to help maintain accounts during a downturn in the SPEC market and
- FICOM audit.
- Developed commercial pitch book and marketing material and increased contacts utilizing this.
- Launched well-received program for coaching at Canadian Western Bank.

Experience

Regional Manager, Sales & Service

October 2007 to Present

Community Savings Credit Union — Surrey, BC

- Generated new business through business development throughout the Lower Mainland in both the commercial and retail portfolio.
- Accountable for Broker Division, Wealth Management and Business Development including overall customer satisfaction.
- Introduced the Wealth Management division from developing processes, hiring and providing ongoing oversight.
- Spearheaded deposit gathering from the City of Surrey, resulting in a \$5 million deposit in 7 days.
- Participate at the board level with the Investment and Lending Committee and Audit Committees.
- Consulted with the CEO in providing responses to the FICOM audit.
- Managed professionals as a Branch Manager, Credit Manager and Business Development Manager.

Branch Manager

January 2006 to August 2007

Westminster Savings Credit Union — Surrey, BC

- Launched the new Cloverdale Branch by developing process, hiring and providing ongoing oversight.
- Managed team of 8 professionals.
- Generated new business through business development in the Cloverdale area.
- Participated in strategic planning to ensure the branch goals met with the overall Credit Union goals.
- Grew the branch book of business by \$60 million in 12 months.

Manager, Personal Banking

March 2001 to January 2006

Canadian Western Bank — Surrey, BC

- Strengthened company's business by leading implementation of a coaching program.
- Managed team of 10 of professionals.
- Generated new business through business development with cities and strata corporations.
- Accountable for retail banking including overall customer satisfaction.

Education and Training

Credit Union Financial Management Course, 2013

CUIC — Vancouver, BC, Canada

Certificate : Queen's Sales Management program, 2012

Queen's School of Business — Toronto, ON, Canada

Certificate : Branch Compliance Officer, 2002

The Institute of Canadian Bankers — Vancouver, BC, Canada

Certificate : Canadian Securities, 1999

Canadian Securities Institute — Vancouver, BC, Canada

Certificate : Mutual Funds, 1996

Investment Funds Institute of Canada — Vancouver, BC, Canada

Accounting, 1994

Kwantlen University College — Surrey, BC, Canada

Diploma : Business Administration, 1991

CompuCollege School of Business — Surrey, BC, Canada

Honours Diploma : Micro Computer Business Application, 1991

CompuCollege School of Business — Surrey, BC, Canada

Community Service

Vice President Board of Directors, Surrey Crime Prevention Society, 2014 - Present

Coach, Vancouver United Soccer Club, 2012 - Present

Director, Surrey Board of Trade, 2012 – 2014

Vice President Board of Directors, Surrey Hospice Society, 2010 – 2013

Garry Sangha

CANDIDATE FORM

Name of Candidate	Garry Sangha	
Address & Postal Code	20264 2 nd Avenue, Langley, BC, V2S 0A3	
Day Time Telephone		Mobile 604-771-9192
E-Mail	GSangha@ccigroup.ca	
Board Position(s) Standing For	Director	

1. What is your experience in soccer in British Columbia?

My experience in soccer in British Columbia is varied and vast:

- Played adult soccer in the Lower Mainland
- Started to coach my daughter's team at U8 and continue to coach them till now in Metro Women's Soccer League Select B Division
- Currently coaching boys U12 team
- Past Vice President Whalley Soccer Club
- Past Executive Director Central City Breakers F.C.
- Served on District boards
- BC Summer games hosted by Surrey, I was the co-chair for soccer
- Chair of Local Organizing Committee that Hosted Provincial A Cup
- Chair of Local Organizing Committee that Hosted Nationals on short notice
- Tournament Director of the Mayor's Cup with over 300 teams each year, mostly from out of town.

2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?

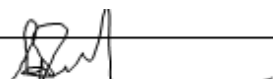
I have served on the following boards and have held the following positions:

- Whalley Soccer Club: Director
- Central City Breakers Football Club:
 - Vice President
 - Vice Chair Boys
 - Executive Director
- Surrey Metro Soccer Association: Director, Chair of Discipline Committee
- Director South District Girls Soccer Association
- South Fraser District Association: Director
- Metro Women's Soccer League: Vice Chair
 - B.C. Coastal Soccer League: Head Scheduler 2017-18 Season

<p>3.What have been your prime achievements on these boards?</p> <ul style="list-style-type: none"> • At Walley Soccer Club, I was responsible to restructure the club and helped resurrect the gaming grant for the club. Grew the membership from 500 players to 1,800 players. • Played key role in the merger of Walley Soccer Club and Surrey Breakers to form one of the largest clubs in Surrey called Central City Breakers FC • Joined the SMSA board at the time of large deficit and was part of the team that help bring financial credibility back to SMSA and helped balance the books. • Director on the inaugural board of SFDA. • Chair of the Local Organizing Committee that successfully hosted provincial A cup at Newton Athletic Club • Chair of Local Organizing Committee that successfully hosted nationals with very short notice, helping preserve B.C. Soccer's commitment to host the national tournament. • Tournament Director for Surrey Mayors cup for the last few years tournament grew from 80 teams to over 300 teams • 2017-18 took over the head scheduler of BCCSL when the league couldn't produce a schedule and first week of season was cancelled. Was able to put a schedule together in 48 hours and get the league going.
<p>4.What specific skills do you feel you will bring to serving as a BC Soccer Director?</p> <p>As a Director for BC Soccer, I will bring a great deal of experience in different leagues, clubs, districts, and tournaments along with business experience to the role. In addition, I have a great deal of passion for the sport and to ensure that the sport grows and thrives in British Columbia. I am a business owner running and organization in two Provinces and I will bring a wealth of experience from that to the governance of BC Soccer.</p>
<p>5.BC Soccer's mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?</p> <p>Some of the challenges that I feel need immediate attention are:</p> <ul style="list-style-type: none"> • The overall decline in membership across the Province • The sharp decline in female membership across the Province • Recreational soccer is not getting the attention it deserves <p>Opportunities</p> <ul style="list-style-type: none"> • Create awareness and promote the game Provincially to help draw new membership to the sport. • More attention to the recreational player to ensure that the vast majority of the players get the resources they need to enjoy the game for a life time. • Diversity in soccer.

STATEMENT OF CANDIDATE

I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

<p>Sign or type name to confirm: </p>	<p>Date: April 4, 2018</p>
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LETTER

Dear BC Soccer Member,

It is my pleasure to introduce myself to you for consideration for your vote at the upcoming BC Soccer Annual General Meeting. I feel that my professional experience as a seasoned senior executive in the construction industry has provided me experience in the operations of complex organizations. Currently as the CEO five companies based in B.C. and Alberta, I have experience not only in running a large organization but also with governance structures and issues.

My experience in soccer has also lead me to the point where I am ready to take on a larger leadership role at BC Soccer. I have experience in both the adult and youth sides of the game and I have held various positions that has allowed me to gain a deep understanding of the needs of the soccer community. I believe that my involvement in soccer since 1997 has allowed me to understand what kinds of issues BC Soccer, Districts, and Clubs face; whether it is service delivery, organizing leagues, recruitment of players, retention of players, governance, or organizing large scale tournaments.

I am looking forward to working with the soccer community at BC Soccer to help provide a voice for the members and implement changes that are required to make members jobs easier in organizing soccer in British Columbia.

Sincerely,

Garry Sangha

RESUME

Professional Experience

Crystal Consulting Inc. (2005 – Present) CEO

Crystal Consulting Inc. Alberta. (2017-Present) CEO

Crystal Consulting Inc. Waterproofing & Roofing (2015-Presnet) CEO

Crystal Consulting Inc. Structures (2015- Present) CEO

Kanin Construction Management Inc. (2008 – Present) CEO

CanInd Holdings Ltd (2015- Present) CEO

CCI Holdings (2015- Present) CEO

Soccer Related Experience

I have played soccer in the adult leagues since 1997. I have also been involved in youth soccer as a volunteer coach, board member, and in various capacities on different committees and boards through the years. I have coached a girl's team from U8 to adult and continue to be involved in a coaching capacity. Currently the team plays in Metro Women's Soccer League Select B Division. I am also a volunteer coach for a boys U12 team.

My contributions to various organizations is listed below:

Whalley Soccer Club

Director

Vice President

- Responsible to restructure the club and helped resurrect the gaming grant for the club. Grew the membership from 500 players to 1,800 players.
- Instrumental in rebranding the club to Central City F.C. and shifting the focus to Newton in response to the increasing membership from that area.

Central City Breakers F.C.

Executive Director Vice Chair Boys Vice President

- Played key role in the merger of Walley Soccer Club and Surrey Breakers to form one of the largest clubs in Surrey called Central City Breakers FC with fully integrated programming for male and female players

BC Coastal Soccer League

Head Scheduler

- 2017-18 took over the head scheduler of BCCSL when the league couldn't produce a schedule and first

week of season was cancelled. Was able to put a schedule together in 48 hours and get the league going.

Tournaments

Mayor's Cup, Tournament Director

BC Provincial A Cup, Chair of Local Organizing Committee National Adult Tournament, Chair of Local Organizing Committee BC Summer Games, Co-Chair for Soccer

- Took the Mayor's Cup Tournament from 80 teams per year to its current 300 plus teams. Mayor's Cup brings in over 300 teams, mostly from outside the Lower Mainland and in recent years from other Provinces and Territories. Tournament had entry from U.S. based teams as well.
- Chair of the Local Organizing Committee that successfully hosted provincial A cup at Newton Athletic Club
- Chair of Local Organizing Committee that successfully hosted nationals with very short notice, helping preserve B.C. Soccer's commitment to host the national tournament.

South Fraser District Association

Director

- Director on the inaugural board of SFDA

Metro Women's Soccer League

Vice-Chair

Surrey Metro Soccer Association

Board Member

Chair Discipline Committee

- Joined the SMSA board at the time of large deficit and was part of the team that help bring financial credibility back to SMSA and helped balance the books.

South District Girls Soccer Association

Director

Gayle Statton

CANDIDATE FORM

Name of Candidate	Gayle Statton	
Address & Postal Code	1602 Regan Avenue, Coquitlam, BC, V3J 3B8	
Day Time Telephone	604.626.1138	Mobile 604.626.1138
E-Mail	gstatton@shaw.ca	
Board Position(s) Standing For	Director	

1. What is your experience in soccer in British Columbia?

- Player
- Coach
- Parent
- Volunteer
- Club Vice-President & President (Coquitlam Metro-Ford Soccer Club)
- District Director (North District)
- League Member (Girls Metro Soccer League)
- District Chair (Tri-Cities Youth Soccer Association)
- BC Soccer Committee Member (High Performance Soccer Development)

2. On which Non-Profit Organization Boards (soccer or other) have you served? What positions have you held?

- As noted above, as well as;
- President – Coquitlam 2016 55+ BC Games
- Member – Coquitlam Field Sports Association
- Member – Coquitlam Sports Advisory Committee

3. What have been your prime achievements on these boards?

I am most proud of my volunteer efforts over the last 20+ years. I have the deepest respect for those that are willing and able to give back to organizations, especially youth and senior organizations, without financial compensation. This effort helps to build healthy, strong and vibrant organizations and communities, keeps costs down and sets a good example for our next generation.

With Coquitlam Metro-Ford Soccer Club:

- Delivering one of the first long-term strategic plans that included the hiring of Domenic Mobilio as Coquitlam City Soccer's first Head Coach and Technical Director
- Led the successful merger of the Metro-Ford Soccer Club and Coquitlam City Soccer Association
- Supporting and championing a Special Olympics soccer team
- Delivering soccer programs to every level of soccer from 4 years old to adults, house teams to National Champions

<ul style="list-style-type: none"> • Lobbying, for many years, the City of Coquitlam to build Town Centre Park • Winner of the William Azzi Lifetime Achievement Award • Being chosen as one of the 8th clubs in the newly formed BC Soccer Premier League • Development of a 10-Year Sports Field Strategy for the City of Coquitlam • Delivering a successful 2016 55+ BC Games to over the 3000 athletes. My President position entailed leading a team of 12 Directors, paid staff and over 1000 volunteers. This was a 2-year commitment and included stakeholder relationships with the BC Games, School Board, City of Coquitlam, Aboriginal Communities and Community Groups. • 2017 inductee into the Coquitlam Sports Wall of Fame as Volunteer of the Year for my work leading the 2016 55+ Games
<p>4. What specific skills do you feel you will bring to serving as a BC Soccer Director?</p>
<ul style="list-style-type: none"> • 40 years of soccer experience as a player, coach and volunteer • Organized, outspoken, critical thinker, collaborative and champion of the game • Extensive Board experience, mostly in leadership roles • Strategic planning, governance, risk management and soccer administration experience • And a whole lot of ‘soccer and stakeholder politics’ experience!
<p>5. BC Soccer’s mission is to govern, develop and promote soccer in BC. What do you feel are the biggest challenges or opportunities facing BC Soccer?</p>
<ul style="list-style-type: none"> • Member and stakeholder perception of BC Soccer • The need for a strong financial position, along with key strategic partnerships • Value proposition of our governance model (Districts, leagues, etc.) • Lack of reporting, data mining and analytics, forecasting • Loss of player interest, youth-to-adult • Loss of female player interest

STATEMENT OF CANDIDATE

I have read the **BC Soccer Board of Directors: Information Package for Potential Candidates** and understand the role of a Board Director. I confirm I meet the eligibility conditions to be a Director, and should I be elected, I will relinquish any office or paid position held with any BC Soccer member organization within 60 days of my election. I hereby declare my candidacy for a seat on the BC Soccer Board of Directors.

<p>Sign or type name to confirm:</p>		<p>Date: May 11, 2018</p>
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RESUME

Additional Experience:

- NCCP B Prep coaching level
- Played youth soccer, University soccer as well as Division 1 & 2 adult
- Played numerous sports (soccer, baseball European handball, volleyball), some at the University level, BC Summer Games, BC Winter Games, National and Provincial levels

Work & Professional Experience:

- Employed at the Insurance Corporation of BC (20 years next month). Currently a Senior Manager in the Corporate Law department.
- Chartered Insurance Professional designation through the Insurance Institute of Canada
- 1 year post-secondary at Thompson Rivers University
- Williams Lake high school graduate

Personal:

- Married with three adult daughters
- Interests include soccer, volunteering, travelling and golf