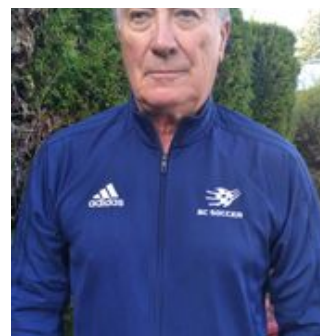


Candidate Application Form

BC Soccer Board of Directors

Candidate Information

Name John Charlton



How do you self-identify?

Male

Cover letter and Resume

- [BCS cover letter.2022.docx](#)

Select all that apply

Expression of Interest

Please indicate the position(s) applying to:

Director-at-large

Candidate Experience

What is your experience in soccer in British Columbia?

Coach – Peninsula Soccer Association 1980-1982
Director of Security - Victoria venue 2007 U20 World Cup
National Security Advisor - 2007 U20 World Cup
Director – Lower Island Soccer Association 2008 -2017
Director - BC Soccer 2017 to present.

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

Capital Region Action Team (on Sexually Exploited Youth) (CRAT) – Director 7 years representing the Greater Victoria Police Departments and the RCMP.

Saanich Police Association – Director 2 years.

Saanich Police Benevolent Society – President, 7 years.

What have been your prime achievements while serving as a board member?

Director BC Soccer 2017 to present.

- Developed positive relationships with Members and participants at all levels and Province wide.

- Represented BC Soccer at National, Provincial and District Championships
- Current Chair of the Risk Management Committee
- Past Chair of the Membership Committee
- Served on the Finance Committee
- Attended many local events presenting awards and meeting with parents, coaches, District and Club executives
- Currently the Regional Liaison for the the North Shore and Fraser Valley Youth Soccer Districts.
- Ongoing liaison with southern Vancouver Island Associations
- Continued Coaching Association of Canada 'Education and Training' including Safe Sport, Understanding the Rule of Two, NCCP Emergency Action Planning

Director – Lower Island Soccer Association 2008 -2017

- Developed an 'Enhanced Risk Management Plan', the foundation for the current Criminal Record Check system
- Provided input to BC Soccer for the amendments to Rule 21 regarding Criminal Record Checks
- Wrote safety and security guidelines for travelling teams, especially international travel
- Wrote and amended policy on risk management issues, e.g., conflict resolution, harassment and bullying
- Assisted Club Presidents and Club Risk Managers on several issues
- Attended many District and Club tournaments in general support and participating in award ceremonies.
- Attended workshops on Conflict Resolution, Ethical Decision Making, Bullying, Abuse of Authority and Human Rights
- A member of the Scholarship Committee

Director of Security Victoria venue 2007 U20 World Cup

- Developed and implemented a security plan unique to the Victoria venue
- Negotiated an agreement with the Victoria Police Department to process over 250 Criminal Record Checks at 'no cost' for our volunteer contingent
- Engaged the RCMP to conduct local Threat (Risk) Assessments

National Security Advisor 2007 U20 World Cup

- Obtained the RCMP's commitment to conduct a National Threat Assessment and monitor 'Threat' levels on an ongoing basis. We also came to agreements on protocols regarding foreign nationals on immigration issues, e.g., defection, refugee status, conflict with the law
- Traveled to Ottawa and briefed the Canadian Soccer Association and the National Organizing Committee regarding the RCMP's and local law enforcement's role and commitments to the tournament

Capital Region Action Team (on Sexually Exploited Youth) (CRAT) – Director the Greater Victoria Police Departments and the RCMP.

7 years representing

- Establishment of a full-time Youth Outreach Team known as the Mobile Youth Support Team who devoted all their time to working with sexually exploited youth.
- Wrote the business case, budget and police agency cost sharing agreement for the full time regional police officer on the Team.
- Reported quarterly to the Greater Victoria Chiefs of Police.

Saanich Police Association – Director 2 years.

- Member of a successful 'Collective Bargaining' Team.
- Participated in dispute resolution avoiding formal grievance procedures.

Saanich Police Benevolent Society – President, 7 years.

- Responsible for a budget funded 100 % by payroll deductions from its

members.

- Coordinated events and monitored spending within budget at the same time enhancing financial growth within the Society.

What specific skills do you feel you will bring to the BC Soccer Board?

The ability and demonstrated experience to:

- Welcome the questions and concerns of all BC Soccer participants
- Willingness to address issues regardless of how complex
- Provide guidance and make decisions based on logic and ethical standards.
- Problem solve
- Speak to small or large groups in comfort and with confidence.
- Work in a team environment or independently.
- Develop policies and procedures.

BC Soccer’s mission is to "Promote, develop and govern soccer in British Columbia". What do you feel are the biggest challenges and opportunities facing BC Soccer?

Keeping soccer in British Columbia fun, safe and affordable.

Whether soccer is played purely for recreation or for development and competition at a high level it must first be enjoyable. At all levels participants must feel they are in a safe environment. At all levels participants must be treated with equal respect and fairness.

Like most everything the costs of soccer are rising including facility rentals, more paid technical and administrative services. Boards at all levels must continue to work to keep our game fun, safe and affordable.

I am confident these three elements can continue to ‘grow the game’.

Competency Matrix

Soccer Experience

	None	Minimal	Intermediate	Advanced
Volunteer experience as a Board Member of a Soccer Organization				✓
Knowledge & clear understanding of BC Soccer’s formal membership and governing structure in BC				✓
Knowledge & clear understanding of the affiliated (associate) organization soccer structure in BC				✓

	None	Minimal	Intermediate	Advanced
Knowledge & clear understanding of the community based/grassroots soccer programs				✓
Knowledge and clear understanding of the principles of LTPD (Long Term Player Development)			✓	
Knowledge of the soccer landscape in Canada			✓	
Knowledge of the soccer landscape in the Concacaf region and FIFA			✓	

Knowledge, Skills & Abilities (KSA)

	None	Minimal	Intermediate	Advanced
Paid Board Experience	✓			
Standing Committee experience			✓	
Policy Development and Governance experience			✓	
Risk Management experience				✓
Strategic Planning experience			✓	
Accounting/Financial Management experience			✓	
Legal or Regulatory experience		✓		
Operational or Administration Management experience			✓	
Business planning experience		✓		
Human Resources Management experience			✓	
Performance Management experience			✓	

	None	Minimal	Intermediate	Advanced
Information Technology experience		✓		
Data, data analytics, reporting experience		✓		
Marketing and Sales experience	✓			

Other relevant competency or KSA information you wish to provide?

Statement of Candidate

Please review and confirm the following:

I have read the BC Soccer "Information Package for Candidates" and understand the role of a Director,
 I confirm I meet the eligibility conditions to be a Director,
 I confirm that all information provided is accurate and can be verified,
 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 to the BC Soccer Board of Directors.