



BC SOCCER

2015 Candidates for the Board of Directors

May 8, 2015

Foreword

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Dear BC Soccer Members,

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

1st VP	Kjeld Brodsgaard	Page 2	Director:	Aiman El-Ramly	Page 8
VP Adult	Rob Brown	Page 5		Don Moslin	Page 12
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The elections process will commence with that of the 1st Vice President and proceed through the Executive to that of Directors. While the normal term of office is two years, the outcome of some elections may dictate a one-year term of office. Candidates who are not successful in their challenge for a specific position may challenge for another position as it becomes open for election.

Consistent with past practice, an individual may be nominated directly from the floor at the **Annual General Meeting** which is to be held on **Saturday, June 13, 2015**, 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 2015 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 BC Soccer office on May 26, 2015 at 6:30pm** where you can pose further questions to the candidates.

Best regards,

Ed Kennedy
Chair - Nominations Committee
BC Soccer

Kjeld Brodsgaard

CANDIDATE FORM

Name of Candidate	Kjeld Brodsgaard	
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<p>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</p> <ul style="list-style-type: none"> • BC Games Society • BC Wrestling • Canada Wrestling • Gorge Soccer Association • Vancouver Island Soccer League • (and many others)
<p>2. What positions have you held with respect to the foregoing (i.e. question 1)?</p> <ul style="list-style-type: none"> • Board Member for all • President for Canadian Wrestling Officials Association • President VISL, • President BC Wrestling Officials Association, • Chairman Sport Committee BC Games Society
<p>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</p> <p>I can look back at all the NPOs I have been involved with and can readily say that I when I moved on, they were left in a better place. I think of starting the first ever free keeper clinics on the island, improving areas of competition, increasing financial support for programs, developing systems or recognizing officials.....</p>
<p>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</p> <p>I have a broad sport experience involving most areas of sport including officiating, participating as an athlete, have been a participant in Major Games as an official and Director including chairing the 1994 Commonwealth Wrestling, being Director of Operations for FIFA U19 Women and FIFA U20 Men (Victoria)</p> <p>I have a common sense approach to problem solving</p>

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

- Tier 3 Committee – I believe the time is right for us to establish a Premier League for our top adult and youth players to compete in.
- Adult Competition – continue to make improvements to this area
- Grassroots Development – this is the foundation of BCSA and am interested in ensuring that the needs of all involved are met. Interested in working on finding solutions to the problem of drop off of players from youth to adult.

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

In no particular order:

- Ensuring that all our members, in all areas of the province, receive the services that are needed for officials, coaches, and players.
- Establishing a Tier 3 League for Adults
- The decline in participation from age 16 on
- Finding a way to include all soccer players in BCSA – Over 40 etc.

RESUME

Athlete Accomplishment

- Member of National Championship team 1975 (first team from Victoria to win national senior championship)
- VISL Goalkeeper of the Year 3 times
- Danish National Greco Roman Wrestling Champion

Soccer Coaching

- Founder of Team Sales Goalkeeping Clinic (free clinics for keepers)
- Coached keepers for 10 Years
- Coached juvenile at Lansdowne Evening Optimist and Gorge Soccer Association
- Coached senior soccer for 12 years in the VISL

Soccer Administration

- President of Senior Program at Gorge for 6 years
- Member of Gorge Executive 8 years, six as Vice President
- Member of BOD VISL 15 years; 8 as Vice President, 5 as President

Other Sport Administration

- Member of BOD of CAWOA (Canadian Amateur Wrestling Officials Association) 12 years; four as vice president national, four as president
- Member of BOD of CAWA for four years.
- Member of BOD BCWOA 16 years in a variety of ways
- Member of Board of Directors BC Games Society – Currently Chairman of Sport Committee. 2010 to present

Major Events Involvement:

- 1987 World Espoir Wrestling Championships – responsible for all officials
- 1993 Chairman of Organizing Committee for the Commonwealth Wrestling Championships – involved 10 countries.
- 1990 - 1994 Sports Chair of Wrestling for the 94 Commonwealth Games (volunteer position)
- 2002 Member of ORG 02 FIFA U19 Women's World Cup. –responsibilities included transportation, security, accommodations, team liaisons, and training venues.
- 2004 Gold Cup – as above
- 2007 ORG U20 World Cup Vice Chair Operations – responsible for transportation, accommodations, training venues, and liaisons.
- 2013 World Men's Curling Championships – co-ordinated Ambassadors and acted as Ambassador for Denmark
- Numerous other events hosted in Victoria involving CONCACAF and FIFA. Specifics seems to have been lost over time

Officiated at 20+ World Championships

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

Honours

- 2002 Canada Official of the Year – Officials Association of Canada
- 2003 BC Sports Official of the Year
- Scholarship established in Brodsgaard Name by BCWOA
- Award created in Brodsgaard name by CAWOA
- Inducted into Canadian Wrestling Hall of Fame
- Inducted into the Victoria Sports Hall of Fame

Rob Brown

CANDIDATE FORM

Name of Candidate	Rob Brown	
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1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?
<ul style="list-style-type: none"> • Chilliwack Lawn Bowling Club • Fraser Valley Soccer Referees Association • Fraser Valley Soccer League
2. What positions have you held with respect to the foregoing (i.e. question 1)?
<ul style="list-style-type: none"> • Board member for all • Vice President and director for Chilliwack Lawn Bowling • Fraser Valley Soccer Referees Chairman • Fraser Valley Soccer League President, Director, Registrar, Referee Scheduler, Discipline Chair and member of the Discipline Committee
3. List your accomplishments on NPO Boards. Please list the NPO's separately.
<ul style="list-style-type: none"> • BC Soccer worked to create the "B" Cup when the BC Summer Games changed its format to a youth oriented development program. This resulted in the Keith Millar for men and Leeta Sokalski for women cups being created. These two notable people being consistently active with the promotion of the game at the Provincial and National level. • Proposed League involvement to rotate the Provincial Cups around the Province to showcase the game. • In the Fraser Valley Soccer League created the President's trophy to allow lower division teams to play for a cup. • Initiated the search for an Administrator for the Fraser Valley Soccer League • Worked to create Cross Border Adult Tournament for adults between Washington State and British Columbia. • Initiated a Referee Integration Plan for Referees in Adult Leagues
4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?
<ul style="list-style-type: none"> • Served at all levels in Adult Soccer and understand their needs • Currently Vice President of Adult Soccer, Chair of the Competitions Committee, Vice Chair of the Tier 3 Committee, Referees and Scholarships & Awards Committees

<ul style="list-style-type: none"> • Coached boys, girls and women's soccer • Refereed at all levels in Canada and the United States and achieved the level of National and FIFA Assistant Referee • Refereed Sun Youth Cup final, two Provincial Cup Finals (men and women) and also was an Assistant Referee for two • Participated as an official in the NASL, CSL, APSL, and the FIFA Under 20 World Cup
<p>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</p>
<ul style="list-style-type: none"> • Adult Competitions • Referee Development • Scholarships & Awards • Tier 3
<p>6. What do you see as the biggest challenge before BC Soccer? Why?</p>
<ul style="list-style-type: none"> • Grassroots soccer finding a place for the lower level youth play after 19 • Bringing unaffiliated soccer under the Provincial Banner • Finding a place and a fee that will keep the 30 – 60 year olds playing sanctioned soccer • To continue to work with all membership to ensure that they know the full benefits and programs that BC Soccer have to offer

RESUME

PREVIOUS EXPERIENCE

Player

- Youth soccer in England
- Adult soccer in Canada

Coach (British Columbia)

- Community coach certification
- Coached both boys and girls youth teams
- Coached Wesburn women's soccer team in the MWSL

Referee (British Columbia)

- Refereed all levels of youth soccer in British Columbia and Washington State
- Provincial referee – officiated in both men's and women's games
- National referee

- F.I.F.A assistant referee
- Officiated in the NASL, CSL, APSL as a referee and assistant referee
- Refereed in four British Columbia adult final for both men and women.
- Refereed at the Gillette U20 Cup; Assistant referee at the World U20 Tournament; fourth official at two CSL Finals.

Administration (British Columbia)

- Past President and Director of the Fraser Valley Soccer League
- FVSL registrar, referee scheduler and discipline chair
- Past President of the Fraser Valley Soccer Referees' Association
- Served as a Director of the BC Soccer Association
- Served as Vice President – Senior Soccer BC Soccer

RECOGNITION

- Life member of the Fraser Valley Soccer Referee's Association
- Life member of the Fraser Valley Soccer League
- Life member of the British Columbia Soccer Association

CURRENT SOCCER ACTIVITIES

- Vice President responsible for Adult Soccer
- Chair of the Adult Competitions Committee
- Vice Chair of the Referees' Committee
- Vice Chair of the Awards and Scholarship Committee
- Vice Chair of the Tier 3 Committee

During the past two and a half years, I have represented the Association at two Youth competitions in Lethbridge and St. Johns and the Masters and Classics competitions in Saskatoon and Calgary. I have acted as part of the Competitions Committee at two youth tournaments in Langley and Chilliwack. I have also represented BC Soccer as a delegate at the CSA annual general meetings in Halifax and Ottawa.

I am seeking re-election as the Vice President of Adult Soccer because I offer knowledge, experience and a desire to work for the Association. I believe in being a team player and only by working together will we continue in the development of this wonderful game.

I am retired and I have always enjoyed being involved with the game of soccer. I would be honoured to hold the position of Vice President of Adult Soccer again. It is my belief that I am able to make a positive contribution to the work of the Board of Directors.

Thank you for taking the time to read this resume.
Rob Brown

Aiman El-Ramly

CANDIDATE FORM

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

<ul style="list-style-type: none"> Well known and respected in the soccer community
5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?
<ul style="list-style-type: none"> Judicial
6. What do you see as the biggest challenge before BC Soccer? Why?
<ul style="list-style-type: none"> Harmonizing procedures within the province Supporting national soccer objectives Balancing the different level of soccer / competing interests for resources

RESUME

Overview

Aiman, like most who administer soccer, became involved because of his children. Over the last fifteen years he has coached his three daughter's teams as well as many others. Aiman joined the Richmond Girls Soccer Association Board in 2001 as a director and was first elected Chair in 2003. He 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 a board member with the BCSA and the Chair of Judicial. Last year he was the chair o High Performance. 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 200 persons in Richmond and with offices in Houston, Raleigh, London and Singapore. The ZEMA software produced by ZE PowerGroup is an award winning enterprise data management solution. Aiman is directly responsible for business development managing the sales, marketing,

communications, strategy, consulting, engineering and human resources departments as well as supporting corporate operations in general.

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

Other Community Volunteer Experience

Volunteerism has always been part of Aiman's personal resume. He started volunteering with the Boys and Girls Clubs in 1985 and has also supervised youth programs with the YMCA and the Vancouver Neighbourhood Houses. Within Richmond, Aiman has been an active member of the Richmond Sports Council and the Promotions Director for the most attended BC Senior Games in BC history. He has taught business to high school students at Richmond, McMath and Burnett High Schools through Junior Achievement. He judges at Enterprize Canada's annual student business plan competitions.

Key Soccer Achievements

- Board member of BCSA, past Chair High Performance, current Chair Judicial
- Updated the Discipline Policies with a comprehensive redraft
- 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: our teams have done very well in the league winning league and provincial championships (including a team Aiman was co-coaching)
- Personally Coached U5 to adult teams: 30 separate teams in the last dozen years
- Maximized gaming and other funding, \$1,000,000 to RGSA since becoming President
- A very involved Club and District Chair always working closely with other youth and adult chairs and BCSA to the betterment of soccer in the province
- Richmond as eminent event hosts (direct local involvement during presidency with RGSA)
 - Annual Richmond Thanksgiving Tournament
 - 2 Provincial A Cups
 - 3 Provincial B Cups (awarded the Boys Provincial B for 2014)
 - 6 Coastal Cups (planning to host again in 2014)
 - 1 Boys Nationals
 - 1 BC Premier Cup
 - 3 Women's White Caps League games at Minoru (one achieved record attendance)

- 3 Futsal Fiestas
- 2 Futsal Provincials at the Olympic Oval
- 1 National Futsal ID camp
- Women's National Team Olympic training Camp
- Metro Women's Soccer League (MWSL) League Cup

BCSA Specific Desired Qualities, Requisites, Competencies and Skills

- A highly ethical and motivated member of the soccer community who is not afraid to raise and tackle issues
- Works cooperatively to build consensus through leadership
- Critical thinker with formal training and certification in strategy and consultative methodology
- Financially literate and trained with a business degree
- Rich executive and practical soccer background with certification in coaching and refereeing
- Extensive director level involvement in NPO and private organizations
- The author of governance policy for NPOs and private companies as well as structuring and implementing management procedure and practice as a C level executive
- Extensively experienced in soccer and corporate administration managing local, provincial, national and global activities of complex organizational entities
- Implemented the Wellness to World Cup model within RGSA as an administrator and coach,
 - RGSA is always an early adopter and leader in development practices
- Accomplished business leader with significant sales, marketing and communications capability
- Strong fundraising and commercial development skills
- Event management professional organizing dozens of soccer specific events as well as many more international conferences and workshops for ZE PowerGroup and its partners
- ZE Partners with major publishers, other software companies and integrators in the development of events in locations across the world
- Sought after speaker on the topic of global market and energy trends
- Operate the Human Resources function for ZE businesses directly hiring hundreds of persons in the last ten years and the direct implementer of HR policy
- The senior human resource mentor in the business responsible for training and succession
- Broad volunteer experience with direct community engagement and the planning and execution of civic functions
- Consultant to several cities in the development of policy relevant to the energy industry
- Very much involved in stakeholder representation and facilitation of the same
- Risk management expert authoring the trade, risk and credit risk for municipal and private members of the energy industry
- The author of the Coach Code of Conduct and other risk management policy within the RGSA

Don Moslin



CANDIDATE FORM

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LETTER

Re: Election For BC Soccer Association Director 2015 - 2017

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

Over the past eight years, I have had the pleasure of being an active member on the following committees: Youth and Adult Competition, Soccer Development, Events, Nominations, Finance, Risk Management, and Membership, as well as assisting in the review, selection and recommendation of the various BCSA scholarships and awards. In addition, I have been the BC Soccer representative to the CSA Futsal Committee.

Some of the key areas that have improved and benefitted the membership over the past several years are:

- Improved our investment in and enhancement of Adult Competitions and related events
- Improved investment in and enhancement of the various Youth Competitions

- Introduced and made investments in Grassroots Festivals which have been held in all regions of BC
- Introduced and provided free workshops, assistance, and programs for Clubs, Districts, Leagues, Coaches, and Players in all parts of BC
- Continued commitment to enhancing Coach Education by:
 - offering free Active Start courses
 - a 50% reduction in the cost of Fundamentals and Learning to Train courses
 - the development and introduction of a variety of different delivery platforms for Coach Education so that all parts of BC will be able to have Coach Education courses run in their areas, in an attempt to achieve the mandatory age appropriate Coach Education by June 2016.

Over the past several years we have made significant improvements and success in areas of deliverables and also achieved a large number of our established strategic goals. There are still some key areas that I will continue to strive for improvement in:

- the need to enhance the communication and reaching out to connect and engage the membership to ensure that their needs are being addressed in a timely manner
- the need to regularly consult with our membership
- the need that all of our decisions and processes are transparent and accountable
- the need to continue to be fiscally responsible with the membership's money
- the need to continue to enhance the programs we deliver to all of our members
- the need to continue to attend and support Competition and membership events
- the need to engage members in the development of a Club Charter which will identify and recognize the positive attributes of a Club

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

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

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

RESUME

Formal Education Training

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

Teaching Experience

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

Sports Administration/Executive Experience

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

British Columbia Soccer Association

- | | |
|--|----------------------|
| ○ Competition Committees (Youth and Adult) | 2007 to present |
| ○ Co-Chair | 2010 to 2012 |
| ○ Technical/Soccer Development Committees | 2007 to present |
| ○ Chair | 2012 to present |
| ○ Risk Management | 2014 to present |
| ○ Events/Scholarship Committee | 2007 to present |
| ○ Futsal Committee Chair | 2009 to present |
| ○ Futsal Rep to CSA Futsal Committee | 2010 to 2012 |
| ○ Finance Committee | 2013 – 2014 |
| ○ Nominations Committee | 2008, 2010, and 2012 |
| ○ Membership Committee | 2008 to 2010 |

Upper Island Soccer Association

- | | |
|---|--------------|
| ○ Secretary/Technical Director/Director | 2003 to 2007 |
|---|--------------|

Nanaimo District Youth Soccer Association

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

Upper Vancouver Island Development Centre for Soccer

- | | |
|----------------------------|--------------|
| ○ Director/Technical Chair | 1994 to 2001 |
|----------------------------|--------------|

BC Summer Games

- Co-Chair for Soccer at 2004 BC Summer Games in Nanaimo

- Co-Chair/Representative/Coordinator for Zone 6 2004 to 2009

BC School Sports

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

BC Secondary School Soccer Commission

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

Coach Training

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

Coaching Practical

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

Coaching Accomplishments/Achievements

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

Shannon Pederson



CANDIDATE FORM

Name of Candidate	Shannon Pederson	
Address	101 Morrissey Road	
City & Postal Code	Port Moody, BC, V3H 0E6	
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<p>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</p> <ul style="list-style-type: none"> • Canadian Soccer Association (<i>committee member</i>) • ViaSport (<i>Advisory Group</i>) • Alouette District Youth Soccer Association Mission Soccer Club • North Fraser Selects • Girl Guides of Canada – Lougheed Area
<p>2. What positions have you held with respect to the foregoing (i.e. question 1)?</p> <ul style="list-style-type: none"> • Canadian Soccer Association <ul style="list-style-type: none"> ○ Member - Women in Soccer Committee • ViaSport <ul style="list-style-type: none"> ○ Member - Girls and Women Advisory Group • Alouette District Youth Soccer Association <ul style="list-style-type: none"> ○ District Chair ○ Board Club Rep • Mission Soccer Club <ul style="list-style-type: none"> ○ President ○ Vice President ○ Resources & Communications Officer ○ TimBits Coordinator • North Fraser Selects <ul style="list-style-type: none"> ○ Executive Board - Director

- Girl Guides of Canada – Lougheed Area
 - District Board – Public Relations

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

- Canadian Soccer Association – Women in Soccer Committee
- The Women's Soccer Committee brings together the professional leadership of Canada Soccer staff and the expertise and knowledge of program volunteers to develop and deliver programs that further the mission, vision and priorities of the Canada Soccer Strategic Plan.
- ViaSport – Girls and Women Advisory Group
- This is a team of passionate female sport advocates who provide advice and recommendations to ViaSport on strategy development, best practices, and program delivery, ultimately providing insights, guidance and recommendations on achieving gender equity in sport and physical activity for girls and women in BC. The Girls and Women Advisory Group develops, monitors and evaluates comprehensive policy on gender equity in sport and physical activity for girls and young women and the related strategic plan.

Alouette District Youth Soccer Association

- Mediated the merger between GEU and PMSC to form WCAGFC
- Restructured the ADYSA board and governance practices
- Facilitated and improved inter and intra-district relationships, collaboration and joint programming
- Advocated for inclusion of girls into District select program (which occurred as stipulation of WCAGFC taking over the District's MSL programming)

Mission Soccer Club

- Redevelopment of MSC website and communications protocol
- Provided health and physical fitness resources for players and coaches, including soccer specific first aid workshops.
- Championed MSC's first Girls Jamboree for girls new to, or unfamiliar with, the sport
- Was part of the Executive committee responsible for hiring MSC's first TD – David Shankland
- Created a coaching mentoring program where experienced coaches were paired up with new coaches for guidance and support.
- While VP worked with President to develop a formal adult program within MSC – hiring paid women's and men's coaches. Coordinated the women's participation in the MWSL for 4 years.
- Assisted in the creation of a structured sponsorship model.
- Organized/supported 4 tournaments, community fundraisers, soccer dances and photo nights.
- North Fraser Selects (NFS)
- As a side responsibility of ADYSA and MSC – was part of the Executive Committee who restructured the former Alouette Select Program and reformed it to become the North Fraser Selects. In doing so we brought together all 4 (*at the time*) clubs into a collaborative process of inclusion and input.

HPL/BCSPL Franchise Committee

- Another side responsibility of my work with NFS and as President of MSC was my role on the committee that put together the proposal for the Pacific Coast League's bid submission for a franchise in the HPL/BCSPL.

Girl Guides of Canada

- Started as a unit leader at the Sparks Level (Age 5/6) and stayed on to become Unit leader at

the Brownie and Guide Levels.

- Simultaneously worked at the District level as a Public Relations/Communications officer, handing internal District promotion and newsletters etc.
- Ran countless camps as a high level organizer and sold more cookies than I care to count. *(and I'm wicked with a glue gun)*

Awards:

- Sport Volunteer of the Year 2008 – Awarded by the District of Mission to an individual who has demonstrated exemplary volunteerism in the field of sports.
- Heather Jane Dudley Award 2008 - Presented annually by the Mission Soccer Club to an adult female supporter who has set an example for our club's youth by being a smiling, cheering reason players are on the field learning and having fun.

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

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

- Leadership & prior board experience: multiple senior level board positions and committee experience.
- Business of Administering Soccer: held leadership roles, coordinated registration, reviewed contracts etc.
- General Business Development: see NPO accomplishments. Also current employment is in marketing and sales.
- Governance and Planning experience: on BCSA Governance Committee; restructured Alouette District bylaws and policies.
- Communications: Career experience in internal communication techniques and external marketing tools.
- Member and Community Relations: Chair of BC Soccer Diversity Working Group and WWC2015 Legacy Committee. I have brought together members of our female membership and am actively working on increasing and bettering our communication with our Aboriginal partners/members. Also see NPO accomplishments.

Moving outside of the BCSA's definitions – I have a life-long love of the game and have been through the soccer system alongside my daughter from micro through the adult leagues and into University CIS play, starting first as a parent and working my way to where I am today. I have a passion for the sport and have experienced many roles within the system including 4 years at Premier Soccer's Shawnigan Lake development camp as medical trainer and player liaison. As such, I definitely have a better than average understanding of the game and its concepts, but more importantly I believe in the value of the beautiful game and its positive impact on our children and adult community, the concept of sport for life and the need for better inclusivity and access. This has always been the driving force behind why I volunteer my time.

I have a solid knowledge of the local soccer structure, hierarchy and player development pathways and a better than average knowledge of governance issues and board structures & dynamics.

I spent the 4 years in the women's health research field at the BC Centre of Excellence for Women's Health where I gained educational and practical experience in the areas of gender, diversity and population health. I believe strongly in gender specific programming, cultural diversity inclusion, and reaching out to marginalized populations and I know my knowledge in this area could continue to benefit BC Soccer as it moves forward in these areas.

<p>I am a non-board member or paid supporting member of the following organizations:</p> <ul style="list-style-type: none"> • proMOTION Plus – In Her Footsteps™ Selection Committee • Canadian Association for the Advancement of Women & Sport (CAAWS) • Canadian Women’s Foundation • Women & Leadership Network
<p>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</p>
<p>I would like to continue my work with the BC Soccer Diversity Working Group as I believe we have made great strides in increasing the awareness of the issues in our sport in regards to gender and the group’s recommendations to the Board in terms of gender specific programming have been well received and successful. I would like very much to see the DWG continue the work into the cultural and LGBTQ component and grow into a more developed aspect of the BC Soccer board. On a personal note I enjoy these areas of work; it is where my expertise</p>
<p>6. What do you see as the biggest challenge before BC Soccer? Why?</p>
<ol style="list-style-type: none"> 1. Governance/Judicial – BC Soccer’s membership faces challenges internally which need to be rectified. Somewhere along the way, for certain persons, there has been a loss of clarity about what our sport is truly about. Our mandate is to grow the game, not tear it down. There are children and adults who want to simply play. I would hope to continue to advocate for their development through our current league structure and LTPD pathway. 2. Inclusion - at all levels. Not merely passive inclusion – but active inclusion. Historically BC Soccer has been seen as this hugely mysterious and hard to reach governing body. The interaction between the board and its members was minimal. While BC Soccer has made excellent progress in addressing this problem there is still a perception from some areas of elitism, favoritism, lack of support and inaccessibility. We need to continue to focus on provincial wide inclusion, on the ground community involvement and equity. We need to continue to explore how clubs/districts (smaller ones in particular) might benefit from a more structured mentorship/support type program especially in areas of gender and governance. The grassroots initiatives for both coaching and refereeing have gone a long way in breaking down these barriers. 3. Retention – player, coach, referees and administrative retention seems to be an ongoing challenge. I feel BC Soccer is starting to see the upswing of this trend but if the outstanding issues of Inclusion are properly addressed and a provincial registration “push” or campaign is introduced those numbers could be highly improved upon. The legacy component of the FIFA Women’s World Cup2015™ is one way this may be realized. <p>All these issues are a challenge because it all requires internal support and “buy in” from membership in order for BC Soccer to be more than just a governing body. BC Soccer has grown and matured substantially over the years and could easily surpass other provincial programs in regards to innovation and leadership. Bringing the membership together with a common goal or mission statement is one thing, but there has to be a sense of strong, sensible leadership at the helm as well. We have to collectively focus on making this organization a success from the field to the boardroom and making soccer in BC the #1 sport in all aspects.</p>

LETTER

Dear Nomination Committee and BC Soccer Members,

Thank you for taking the time to review my application for nomination and to consider my re-election to the Board of Directors of BC Soccer.

The past 2 years with the BC Soccer board have been a rewarding time. I have learned more than I thought possible about the inner workings of a Provincial Sport Organization and as always am amazed at the level of dedication demonstrated by the staff, volunteer board and membership who give tirelessly of their time to ensure that soccer thrives in the province of British Columbia and beyond.

While I enjoy all the work I do with this board my time with the Diversity Working Group (DWG) has been the most rewarding. We have seen great changes in how we approach gender inclusion in player, coach and referee development. We reached out to our membership and encouraged them to review how they approached their programming and assisted them in supporting girls and women in our sport. We have highlighted, supported and honoured the outstanding women in our organization and have provided female technical internships for the past 2 years. Our participation numbers are improving and we are one of the leaders in this arena nationally. The success of the BC Soccer REX program for girls, our player contribution to national programming and the development of FIFA and National female referees such as Michelle Pye are only a few examples.

My work with the DWG has allowed me to represent BC Soccer on other committees and advisory groups including ViaSport and the Canadian Soccer Association and be part of the on-going work in our community. It has always been an honour to take our work forward and continue the discussion on gender and diversity issues.

The DWG has recently opened dialogue with our Aboriginal membership and is already seeing the benefits of a collaborative approach with increased communication, inclusion and participation in our coaching and refereeing clinics.

It is my sincere hope that I will be granted another 2 years to continue the work I have started and continue to assist BC Soccer in becoming the national leader in areas of progressive programming, governance structure, long term player development pathways and the game at all levels.

Yours in soccer, Shannon Pederson

RESUME

BC Soccer Association, Vancouver, BC

June 2013 - Present

Board of Directors

Responsibilities:

- To act as trustee of the organization on behalf of the membership.
- To approve the organization's goals, objectives and strategic priorities.
- To establish organizational policy and other general guidelines and limits for the organization's operations.
- To be legally accountable for all aspects of the organization's operation.
- To authorize all major programs developed by the organization.
- To evaluate major rules/policies that govern the organization's operation.

BC Soccer Association, Vancouver, BC

July 2014 - Present

Chair, Women's World Cup 2015 Legacy Committee

The Women's World Cup 2015 Legacy Committee was formed to coincide with the Women's World Cup 2015 to maximize engagement with the event in BC and hence grow the game (from a participatory perspective) and raise the profile of soccer and general awareness of the sport.

The committee will create and implement a plan which will deliver a meaningful and sustainable legacy for the soccer community of British Columbia once the event concludes. It will also act as a channel for coordinating and communicating appropriate advice, guidance and information about the tournament to the BC Soccer membership, its partners and the wider soccer community.

Key Deliverables to Date:

- Purchase, distribution and activation of "Big Red" – a giant inflatable red BC Soccer jersey which has been transported to various events around the Province of BC to highlight the upcoming WWC 2015. The shirt has been signed by thousands of players, coaches, parents and fans of the game. Check us out - <https://twitter.com/GiantBCJersey>
- Work in collaboration with WWC2015 Venue Committee to organize community events and local activations such as the FIFA Live Your Goals festival.

BC Soccer Association, Vancouver, BC

Sept 2012 - Present

Chair, Diversity Working Group

The Diversity Working Group (DWG) was formed with the intent of exploring all

Issues of diversity within the sport of soccer with a focus on the membership of the BC Soccer Association.

The main goals of the DWG are to engage the broad soccer community to solicit and gather input regarding challenges and solutions to enhancing diversity in the game of soccer, create priority action items and goals to enhance diversity in the game of soccer through community input and then develop a proposed action plan to be presented to BC Soccer board for implementation. Through this process the DWG will continue to engage the community to revise the action plan and address other issues or challenges relating to diversity and the game of soccer.

The Diversity Working Group's first priority was to address the specific diversity issue of gender with a focus on Women in Soccer.

Key Deliverables to Date:

- Participated in 5 province wide community sessions to engage the soccer community regarding the topic of Women in Soccer
- Distributed an online survey to further explore the topic and engage a broader audience
- Compiled data and presented a report of the group's findings and recommendations.

Women in Soccer: A Conversation

As a result of the recommendations brought forth to the Board, the DWG worked with the Staff at BCSA and with other committees to implement the following:

- Female Technical Internship position: 5 month internship program - will be developing and delivering a Performance Analysis Program and will provide technical support for our High Performance Programming.
- Published Women in Soccer: A Conversation.
- DWG page on the BC Soccer website containing information about the group, and to house information pertaining to the initiatives and related links.
- Technical Study group launched to review the current status of the EA Sport BC SPL Female side of the game, and create solutions for improving the overall environment.
- Introduced University Coach Development program.
- Completed two BC Soccer candidates for the CSA Women in Coaching Initiative for 2013-14, coaches will be moving into B-Pre and B-Provincial courses.
- Sent female referee candidate to development clinic in Texas.
- Provided funding and support for continued development of Michelle Pye, FIFA Level Referee.
- Provided opportunity for Marie-Soleil Beaudoin to attend Prov B cup referee symposium.
- Adjustments to BCSA Strategic Plan to reflect greater diversity/gender awareness.

- Increase in cross committee gender inclusion and gender specific programming.
- Mandate to move forward to increase ability to track gender metrics.

BC Soccer, Vancouver, BC

2012 - Present

Member, Governance Committee Member, Membership Committee Member, Risk Management Committee

Canadian Soccer Association, Ottawa, ON

2014- Present

Member, Women's Soccer Committee

The Women's Soccer Committee brings together the professional leadership of Canada Soccer staff and the expertise and knowledge of program volunteers to develop and deliver programs that further the mission, vision and priorities of the Canada Soccer Strategic Plan.

ViaSport, Vancouver, BC

2013 - Present

Member, Girls and Women Advisory Group

The Girls and Women Advisory Group acts in a consultative capacity to provide advice and recommendations to the staff of viaSport. The primary purpose of the Girls and Women Advisory Group is to help shape and develop program strategies and realize the vision that all girls and women in the province of British Columbia will participate in and have access to a complete range of opportunities, choices and resources for positive experiences in physical activity and competitive and recreational sport and have equity as participants and leaders.

ProMOTION Plus

2009-Present

In Her Footsteps – Nomination/Selection Committee

In Her Footsteps is an annual recognition program organized by ProMOTION Plus honoring women athletes, coaches, officials, judges, pioneers or advocates who have made significant contributions to girls and women in sport and physical activity. These women have created opportunities for participation in sport and recreation in British Columbia, inspiring others through their own achievement, passion and dedication. Their stories are featured in the In Her Footsteps exhibit at the BC Sports Hall of Fame.

Premier Soccer Experiences

2006-2009

Medical Trainer / Player Liaison – Shawnigan Lake

Provided medical care and training support to camp staff and 80 – 100 female and male players in a week-long camp setting.

John Reed

CANDIDATE FORM

Name of Candidate	John Reed	
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<p>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</p> <ul style="list-style-type: none"> • Prince George Youth Association (PGYSA), Board of Directors 1997 – 2013 • BC Indoor Soccer League, Board of Directors 1999 – 2001 • Shell Glen Improvement Society, Board of Directors 2010 – 2011 • Prince George Chamber of Commerce, Board of Directors 2015
<p>2. What positions have you held with respect to the foregoing (i.e. question 1)?</p> <ul style="list-style-type: none"> • PGYSA President 2004 – 2006 and 2011 – 2013 • PGYSA Vice President 2006 – 2007 • Shell Glen Improvement Society, President 2011
<p>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</p> <ul style="list-style-type: none"> • Organized lease with City for indoor facility • Member of numerous Provincial "B" hosting committees • Member of 2001 Girls U15/17 National hosting committee • Instrumental in the hiring of the first paid Technical coach • District Refere • Spearheaded growth of youth soccer from 2000 – 3000 players
<p>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</p> <ul style="list-style-type: none"> • Business and Operations Management • Budget preparation • Fiscal responsibility • Conflict resolution • Performance reviews
<p>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</p>

- Referee Committee, current chairperson
- Finance Committee, a desire to ensure the financial health the association
- Governance and Membership, to ensure that the wishes of the membership are met and protect the current rules and regulations

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

- Fiscal responsibility
- Member retention
- Improve the transition between youth and adult players

Michael Bradley



CANDIDATE FORM

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

- BC Government Employees Coed Soccer Society, President (2003-2014), Administrator (2015)
- Lower Island Women's Soccer Association, Vice President (2007-2012)
- Victoria High School Alumni Association, Treasurer (2002-2008)
- St Andrews Cathedral Finance Committee (2007-2013)

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

See above.

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

I am currently President of the BC Government Employees Coed Soccer Society (an Associate member of BC Soccer). I have held this position for the past 12 years; during this time I have increased the size of the League, established a firm financial footing, brought in new field arrangements, including turf, established the League as a Society and also as an Associate member of BC Soccer.

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

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

<p>In addition I was also Chair of the Governance Committee and Risk Management Committee from late 2012 to June 2014. I also participated in the Referees, Youth and Adult forums and was the liaison contact for the Thompson-Okanagan region establishing and renew contracts with members in that area. This work has been challenging and exciting.</p> <p>The most intense work has been in the field of Governance; this work is similar in nature to my work in the provincial government as a senior policy advisor and Executive Coordinator to Assistant Deputy and Deputy Minister's.</p>
<p>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</p>
<p>I bring significant experience as a program manager and senior advisor gained in 30 years of public service in the federal and provincial government and in non-profit organizations.</p> <p>My work experience includes policy development and analysis, program design and implementation, program evaluation, legislation development, human resource management, coordination and leadership of projects for senior management, establishment of document control processes, contract administration, budget planning and issues management.</p>
<p>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</p>
<p>I currently serve as a Community Member on the Governance and Membership Committees. Previously I was the Chair of these committees and the Risk Management Committee.</p> <p>I would like to continue to serve on the Governance and Membership committees and where else the Board may consider my skill set useful.</p>
<p>6. What do you see as the biggest challenge before BC Soccer? Why?</p>
<p>The recent provincial budget, included significant cuts in the non-teaching elements of the education budget. This has created an immediate impact with at least one school board, closing all their fields to all summer sports. This type of action by the government needs to be challenged to point out to the government the unintended impacts of their budget program on external users of school facilities. As the largest PSO, BC Soccer needs use its influence to make the government aware of the impacts that reach beyond the immediate needs of the government to present a "balanced" budget/</p> <p>For BC Soccer the afterglow of this summer's Women's World Cup presents a rare opportunity to expand the BC Soccer brand and bring soccer to all levels and all parts of this Province. BC Soccer must be prepared for these events and help prepare our members for an influx of people of all skill sets wanting to play or be involved in soccer.</p> <p>As a member of the Governance Committee, one of the most significant challenges is the creation of culture of administrative fairness and with that transparency and accountability not only that is level as the provincial governing body, but throughout the soccer community.</p>

Ron Brar

CANDIDATE FORM

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<p>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</p> <ul style="list-style-type: none"> • Surrey Breakers Athletic Association • Central City Breakers FC • South Surrey District • South Surrey Lions Club
<p>2. What positions have you held with respect to the foregoing (i.e. question 1)?</p> <ul style="list-style-type: none"> • Surrey Breakers Athletic Association: President, 2010-2011 • Central City Breakers FC: Vice-President, 2011-2013 Director of Marketing, 2013-2014 • South Surrey District (Girls): Club Representative, 2010-2012 • South Surrey Lions Club: President and Founder, 2001-2005
<p>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</p> <p><u>Surrey Breakers Athletic Association (SBAA)</u> While on the board, I chaired the Cloverdale Cup (now Mayors Cup) Organizing Committee. This tournament hosted between 80-100 girls teams in each year of its existence.</p> <p>In 2011, I helped facilitate the merger between SBAA and Whalley to create Central City Breakers FC (CCB). By bringing together the executives, we created synergies that benefited both organizations including</p> <ul style="list-style-type: none"> • reductions in the purchase cost of equipment • acquisition of a new clubhouse • city-wide recognition as a major regional soccer club <p><u>Central City Breakers FC</u> My focus was on the female programs (Youth and Women's) where I worked with the TD and the Club</p>

Academy to promote female soccer within the local communities.

Chaired the formation of the Surrey Mayor's Cup (formerly the Cloverdale Cup). As one of the largest youth tournaments in the province, hosting as many as 250 teams from the Yukon and Alberta as well as throughout BC, the Surrey Mayor's Cup is also a major fundraiser. Organized Mayor's Cup Reception, which brought together members of government and BC Soccer executives to help foster growth and continued development of soccer in the region.

Worked with city officials on field allocations, parks issues and permits. Met with the Mayor of Surrey and council members to discuss long-term field plans for the city of Surrey, and how to create more sport tourism and fill more hotel rooms within the city.

Member of the CCB BC SPL Bid Team with Technical Directors Chris Cerroni and Don Tupper. Worked diligently with 3 other community clubs to prepare the RFP for our bid to be awarded a BC SPL franchise. Although unsuccessful, CCB continues to provide many players into local BC SPL clubs.

As the Marketing director, secured major title sponsors Surrey Honda and G&F Financial Group along with a host of smaller sponsors. Directed raffle draws which raised tens of thousands of dollars for the club.

South Surrey Lions Club

Helped to raise thousands of dollars towards helping terminally ill children and their families.

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

As a past recipient of BC's Entrepreneur of the Year, I bring exceptional organizational skills, structure, vision and the ability to focus people on positive forward momentum.

It is more important to hear what the person is saying than to tell them what they are saying. I have found this trait to be just as important whether running a business or participating in volunteer programs.

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

As a first-time candidate, I am not aware of what committees exist and am open to serving on any at the request of the Board.

My first and personal goal is the betterment of soccer in the province of British Columbia.

Of particular interest to me is the BC SPL, its related player pathways, and parent education regarding these pathways.

I also have a strong interest in Adult programming, especially on the female side.

I am seeking to bridge the diverse ethno-spectrum we have in British Columbia and help everyone reach a better understanding of all of BC Soccer's programs. My experience as a board member of various soccer associations, as a coach, and as a parent of children who are involved in soccer at the highest levels (BC SPL, High Performance Program, and Whitecaps GE REX) has given me great insight into the strengths and weaknesses of the system. Combined with my understanding of the needs of regional soccer communities, I believe we can bridge the gap.

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

Our challenges, which are ever evolving, include understanding technology, getting information out to the masses about programming, reducing fragmentation and isolation, and getting more people to buy into the singular vision of our player pathway, just to name a few.

Perhaps most importantly is helping our young players, regardless of their level, make the transition from youth programs to men's and women's adult programming. While some resources exist, we could be doing a much better job of preparing and informing younger players of their options for adult leagues to achieve a seamless continuum of play.

Modernization is one such approach. For example, publishing the BC Soccer website into multiple languages to connect all communities in the province or developing smartphone apps that assist players looking for teams who may be searching for players.

Marketing practices could also be expanded. Inviting community media to BC Soccer events or having BC Soccer HPP players volunteer some time in their communities as ambassadors for the game of soccer, for example.

Tej Cheema

CANDIDATE FORM

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1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?
<ul style="list-style-type: none"> • Calgary Commercial Soccer Association (Now absorbed by CUSA) • Calgary United Soccer Association – CUSA • Alberta Soccer Association
2. What positions have you held with respect to the foregoing (i.e. question 1)?
<ul style="list-style-type: none"> • Calgary Commercial Men's League – Board Member and Treasurer • Calgary United Soccer Association – Board member, Co-Chair of the Discipline Committee, Co-Chair of the competitions committee for Over 35 and Over 45 Divisions. Also CUSA rep at the provincial's as well as the Nationals. • Alberta Soccer Association – Competitions Committee – Competition Chair for the Provincial Championships, Indoor and Outdoors.
3. List your accomplishments on NPO Boards. Please list the NPO's separately.
As a member of the Calgary Police Soccer I have been on the committee where we have hosted twice the North American Police Soccer Tournament and I have along with Wes Deley been organizing silent auctions, and other fund raising events to fund the Calgary Police Association Alumni Team to attend the NAPST.
4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?
I am fully committed to the task that I am asked to do. My experience as a Tournament Chair, Long term planning, Attention to detail, considering the totality of the circumstances. My flexibility to change a decision if possible if facts come to light that warrant a different decision. My experience in investigations will also be of assistance in many areas.
5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?
I would like to be part of the Provincial Competitions, Discipline, Developing policy and Procedures as well as Referee Development.
6. What do you see as the biggest challenge before BC Soccer? Why?
I am new to the lower mainland and as such not aware of challenges faced by BC Soccer. I know that soccer associations face financial challenges and there is a constant need to seek sources of revenue. There is also a great challenge to retain new referees and I have suggestions in man and game management. Facility development was a challenge in Alberta but I see that BC has an abundance of facilities.

Brinder Lally

CANDIDATE FORM

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1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?
I will be honoured to serve BC Soccer as my first appointment
2. What positions have you held with respect to the foregoing (i.e. question 1)?
None
3. List your accomplishments on NPO Boards. Please list the NPO's separately.
As a volunteer, I have worked with Winter Olympic 2010, Soccer Canada and Women's Soccer World cup 2015.
4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?
I am educated as computer engineer and have extensive management skills and experience. I have worked at grassroots level as Manager for my daughter and son's soccer team. I know firsthand working with member clubs, players and their parents. I am detail-oriented, well organized and hardworking. I bring extensive network of soccer players, parents and Fans together.
5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?
I would like to work with programs that directly or through process improve grassroots development of players of all ages from youth to seniors.
6. What do you see as the biggest challenge before BC Soccer? Why?
To parents it appears as an outside organization that just administers rules. I want bring inclusiveness and assurance that BC Soccer is working for soccer players.