



Candidate to: Vice-President Youth

Non-For-Profit Board Experience

- November 2020 - November 2021 - Vice President Youth BC Soccer
- June 2018 – November 2020 – Board Director BC Soccer

Committee Experience

- BC Soccer Chair Youth Competitions
- BC Soccer Member of the Finance Committee (2019-2021)
- BC Soccer Chair Diversity and Inclusion - (2019-2020)
- BC Soccer - Adult Competitions - Member (2018-2019) / Vice Chair (2019-2020)
- BC Soccer Vice Chair - Women in Soccer Committee (2018-2019)
- BC Soccer Vice Chair - Hall of Fame Committee (2018-2019)
- BC Soccer Member of the Risk Management Committee (2018-2019)
- BC Soccer Member of the Referee Development Committee (2018-2019)
- BC Soccer Member of the Awards and Scholarships Committee (2018-2019)
- ViaSport Women's and Girl's Advisory Council (2018-present)
- Chair of the Whitecaps Foundation Networks Committee (2009 – 2012)
- Vice President/Director/Treasurer/Audit Chair MWSL (Metro Women's Soccer League) – (2013 – 2015)
- Committee Member of the WWC (Women's World Cup) Legacy Committee – (2014- 2015)
- FIFA Women's World Cup – BC Place – Manager Volunteers Team Lead (2015)
- Community Member for the WIS (Women in Soccer Committee) (2015 – 2016)

Additional soccer experience in British Columbia

- Player in British Columbia (1974-current)
- Player World Masters (2005, 2009, 2013, 2017)
- Team Coach
- Team Manager

Debbie Pudek - Candidate Experience



What do you feel are the biggest challenges and opportunities facing BC Soccer?

Financial and sustainment challenges related to the COVID19 pandemic will impact the way we are able to financially support programs and services and how we play the game and retain our current membership. We will need to work together to support the game as it exists today in its current state and look for opportunities to continue to grow in the future. • There are opportunities to look at alternative forms of play such as Futsal and Adaptive programs and partner with other groups to strengthen our programs, processes, education and leadership around Diversity and Inclusion.

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

Strong leadership and superior financial acumen, skilled negotiator, facilitator, and change management professional with over 35 years of senior leadership experience. Close to 3 1/2 years BC Soccer Board experience. Over 10 years of Board of Director experience in Chair and Director roles. Over 45 years' experience within the soccer community.

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

- Chaired the Diversity and Inclusion Committee and put together a strong and diverse community team of experts that will be instrumental and helping us to develop, create and action Diversity and Inclusion issues.
 - Created and lead the adoption of the first ever stand-alone Diversity and Inclusion Policy for BC Soccer.
 - Through work with the Diversity and Inclusion Committee have focused more attention on creating opportunities for Girls and Women in our Sport. Notably: Technical Director opportunities BC Soccer & Mentorship opportunities. Grant funding for initiatives that drive opportunities for Women and Girls in our Sport; as well as other underrepresented groups.
- Key team member developing the needs and requirements for the Safe Sport Assessment completed in 2019.
- Advocate for supporting and driving opportunities for underrepresented groups in BC and looking to form partnerships and expand opportunities.
- As Board Chair - Share Society and 43 Housing: P&L responsibility for 28 million dollars social service nonprofit and affordable housing organization. Negotiated with Provincial Government and secured 5 Affordable Housing sites valued at \$23 million dollars
- 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.

INCLUSIVE - SAFE - EXCELLENCE - COLLABORATIVE

Debbie Pudek – Competency Matrix



| Soccer Experience | Self Declaration |
|---|------------------|
| Volunteer experience as a Board Member of a Soccer Organization | Advanced |
| Knowledge & clear understanding of BC Soccer’s formal membership and governing structure in BC | Advanced |
| Knowledge & clear understanding of the affiliated (associate) organization soccer structure in BC | Advanced |
| Knowledge & clear understanding of the community based/grassroots soccer programs | Advanced |
| Knowledge and clear understanding of the principles of LTPD (Long Term Player Development) | Advanced |
| Knowledge of the soccer landscape in Canada | Advanced |
| Knowledge of the soccer landscape in the Concacaf region and FIFA | Advanced |
| Volunteer experience as a Board Member of a Soccer Organization | Advanced |
| Knowledge, Skills & Abilities (KSA) | Self Declaration |
| Paid Board Experience | Advanced |
| Standing Committee experience | Advanced |
| Policy Development and Governance experience | Advanced |
| Risk Management experience | Advanced |
| Strategic Planning experience | Advanced |
| Accounting/Financial Management experience | Advanced |
| Legal or Regulatory experience | Advanced |
| Operational or Administration Management experience | Advanced |
| Business planning experience | Advanced |
| Human Resources Management experience | Advanced |
| Performance Management experience | Advanced |
| Information Technology experience | Advanced |
| Data, data analytics, reporting experience | Advanced |
| Marketing and Sales experience | Advanced |