



**BC SOCCER**

## **2017 Candidates for the Board of Directors**

May 5, 2017

# Foreword

May 5, 2017

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:

<b>1<sup>st</sup> Vice President</b>	Aiman El-Ramly	<b>Page 3</b>
<b>VP Adult</b>	Rob Brown	<b>Page 7</b>
<b>Director</b>	Ron Brar	<b>Page 9</b>
<b>Director</b>	John Charlton	<b>Page 10</b>
<b>Director</b>	Colin Hardwick	<b>Page 14</b>
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<b>Director</b>	Don Moslin	<b>Page 21</b>
<b>Director</b>	Leanna Napolitano	<b>Page 25</b>

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

Consistent with past practice, an individual may be nominated directly from the floor at the **Annual General Meeting** which is to be held on **Saturday, June 10, 2017**, 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 2017 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 Thursday, May 18<sup>th</sup>, 2017 at 6:30pm** where you can pose further questions to the candidates.

Best regards,

Carlos Grosso  
Chair, Nominations Committee  
BC Soccer

## Aiman El-Ramly

### CANDIDATE FORM

<b>Name of Candidate</b>	Aiman El-Ramly	
<b>Address</b>	6480 Constable Drive	
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### LETTER

March 6, 2017

Dear BC Soccer Members

I am currently the First Vice President with BC Soccer. I will be submitting my name again at the 2017 AGM for the same position and your kind consideration.

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 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 – 1<sup>st</sup> in BC, 4<sup>th</sup> 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, Toronto, 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
  - 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 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

## Rob Brown

### CANDIDATE FORM

<b>Name of Candidate</b>	Rob Brown	
<b>Address</b>	PO Box 326	
<b>City &amp; Postal Code</b>	Harrison Hot Springs, V0M 1K0	
<b>Day Time Telephone</b>	604.796.0138	<b>Mobile</b> N/A
<b>E-Mail</b>	regoli@shaw.ca	

### LETTER & RESUME

1. Played soccer in England and Canada.
2. Coached at Youth level in British Columbia both boys and girls.
3. Coached Women's soccer with Wesburn in the Metro Women's Soccer League.
4. Achieved Community Coaches badge.
5. Refereed Youth soccer at all levels in British Columbia and Washington State.
6. Refereed Adult soccer at all levels.
7. Achieved National referee level in Canada.
8. Achieved F.I.F.A. assistant referee.
9. Participated as a game official in the NASL, CSL, APSL as a referee and assistant referee.  
Refereed at the Gillette under 20 Cup. Assistant referee at the World under 20 tournament.  
Assistant referee and fourth official in two CSL Finals.  
Refereed in four British Columbia Adult Provincial Cup finals both male and female.  
Past provincial referee assessor.
10. Past President and Director with the Fraser Valley Soccer League.  
Performed the duties of Registrar, Referee scheduler, Discipline chair.  
Past President of the Fraser Valley Soccer Referees Association  
Past Director of the BC Soccer Association.  
Past Vice President of the BC Soccer Association responsible for Adult Soccer.  
Life member of the Fraser Valley Soccer Referees Association.  
Life member of the Fraser Valley Soccer League.  
Life member of the BC Soccer Association.

Currently my positions within the Association are:

- Vice President responsible for Adult Soccer.
- Chair of the Adult Competitions Committee.
- Vice Chair of the Referees Committee.
- Chair of the Awards and Scholarship Committee.
- Member of Finance Committee.
- Member of the Youth Competitions Committee.

11. During the last four and half years as a director of the Association I have been the BC Soccer Representative at Competitions in Lethbridge Alberta, and St Johns Newfoundland ( 2 ), Saskatoon, Calgary and Winnipeg at the Adult and Youth level.

12. Acted as part of the Competitions Committee at Youth tournaments in Langley, Chilliwack and Penticton twice.

13. Been a delegate for the Association at CSA Annual General Meetings in Halifax, Ottawa and Saskatoon.

My reason for re - applying for the position as a director is that I remain as optimistic about the future for BC Soccer as I did when I first became a member of the Board in 2012. The structure remains strong we have a Strategic Plan and remain attentive and appreciative towards our member Districts and Leagues.

We are always looking at new opportunities and do not back away from challenges. We cannot stand still and must keep on learning and earning the respect of our members.

I believe in being a team player and only by working together will we continue in the development of this wonderful game.

I am now retired and I have always enjoyed being involved with the game of soccer. I have devoted my experience and love of the game to working at all levels with much enjoyment.

Thank you for taking the time to read this resume.

Rob Brown



## Ron Brar

### CANDIDATE FORM

<b>Name of Candidate</b>	Ron Brar	
<b>Address</b>	15982-37A Ave	
<b>City &amp; Postal Code</b>	Surrey	
<b>Day Time Telephone</b>	604.649.7139	<b>Mobile</b> N/A
<b>E-Mail</b>	Ron@evergreenherbs.com	

<b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b>
Vic President of CCB Soccer Club, President of Surrey Breakers Soccer Club, currently selected to Serve on City of Surrey's Agriculture and Food Safety Committee.
<b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b>
See above
<b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b>
<b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b>
Operations, Management, sport, business relations.
<b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b>
Continue with the work I have started as the Chair of facilities.
<b>6. What do you see as the biggest challenge before BC Soccer? Why?</b>
Reducing operational costs to the organization and provide more opportunities for women in soccer

## John Charlton

### CANDIDATE FORM

<b>Name of Candidate</b>	John Charlton	
<b>Address</b>	3013 Cressida Crescent	
<b>City &amp; Postal Code</b>	Victoria, V9B 5W9	
<b>Day Time Telephone</b>	250.474.5506	<b>Mobile</b> N/A
<b>E-Mail</b>	Jcharlton305@gmail.com	

<p><b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b></p> <p><b>Saanich Police Benevolent Society</b> – A not for profit society promoting goodwill amongst the police and civilian members of the Saanich Police Department and their families. The society is governed by the British Columbia Societies Act.</p> <p><b>Saanich Police Association</b> – The ‘Union’ representing Saanich Police Officers</p> <p><b>Capital Region Action Team (on Sexually Exploited Youth) (CRAT)</b> – CRAT was formed in 2001, an inclusive organization with members from three levels of government, the health region, school districts, police forces, youth-serving agencies, parents, former sexually exploited youth and individuals with a commitment to helping youth at risk.</p>
<p><b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b></p> <p><b>Saanich Police Benevolent Society</b> – President, 7 years</p> <p><b>Saanich Police Association</b> – Director 4 years</p> <p><b>Capital Region Action Team (on Sexually Exploited Youth) (CRAT)</b> – Director 7 years representing Greater Victoria Police Departments and the RCMP.</p>
<p><b>3. List your accomplishments on NPO Boards. Please list the NPO’s separately.</b></p> <p><b>Saanich Police Benevolent Society</b></p> <ul style="list-style-type: none"> <li>Entrusted with accounts funded 100% by payroll deductions from members I was able to coordinate events and monitor spending within budget while seeing financial growth within the Society.</li> </ul> <p><b>Saanich Police Association</b></p> <ul style="list-style-type: none"> <li>Member of successful ‘Collective Bargaining’ Team.</li> <li>Dispute resolution without formal ‘grievance’ procedures.</li> </ul> <p><b>Capital Region Action Team</b></p> <ul style="list-style-type: none"> <li>Establishment of a full-time Youth Outreach Team known as Mobile Youth Support Team who devote all their time to working with sexually exploited youth.</li> </ul>

<ul style="list-style-type: none"> <li>• Wrote the business case, budget and police agency cost sharing agreement for the full time regional police officer on the Team.</li> </ul>
<p><b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b></p>
<p>The ability and demonstrated experience to:</p> <ul style="list-style-type: none"> <li>• Communicate effectively both orally and in writing. Comfortable speaking in public and with formal presentations.</li> <li>• Build and retain relationships.</li> <li>• Direct, delegate, motivate and organize.</li> <li>• Negotiate</li> <li>• Work in a team environment or independently</li> <li>• Plan, implement, monitor and control</li> <li>• Develop implement and maintain policy and procedure</li> <li>• Problem solve through analysis and the practical application of statutes, policy and procedure.</li> </ul>
<p><b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b></p>
<p><b>Risk Management</b></p> <ul style="list-style-type: none"> <li>• Extensive experience in developing policies and procedures to identify and deal with risk management issues e.g. dispute resolution and harassment and bullying</li> <li>• Have encouraged and promoted a broader scope to managing risk in several areas include: finance, governance, compliance, communication, health and safety.</li> <li>• Knowledge and experience regarding Criminal Record Checks, and the agencies providing these services, including the interpretation of results and best practices.</li> <li>• Currently in 2<sup>nd</sup> year on BC Soccer Risk Management Committee as a 'Community Committee Member'</li> </ul>
<p><b>6. What do you see as the biggest challenge before BC Soccer? Why?</b></p>
<p><b>Managing 'Costs' and keeping the game affordable.</b></p> <p>Like most everything the costs relating to soccer are increasing. Population shifts and increases have resulted in registration decreases in some Districts and Clubs and increases in others. Some areas are seeing rapid growth somewhat influenced by affordable family housing. Where there is decreased registration, revenue goes down but costs remain the same or increase due to rising infrastructure costs e.g. field rentals. Where there is increased registration, revenue goes up but is offset by the demand for more facilities or more paid staff in technical and administrative positions.</p> <p>BC Soccer needs to work with its members to keep soccer affordable.</p>

## LETTER

April 24, 2017

Dear Sirs/Madams:

Thank you for considering me as a nominee for the BC Soccer Board of Directors.

I grew up in Maple Ridge, BC in the 1950's and 60's. There were no youth soccer programs in the area at that time. I played soccer on Junior and Senior High School teams. My main sports were baseball, North American Football and lacrosse. In the 1980's, when my children were young, I coached mini soccer. I now have 5 grandchildren playing soccer in South Okanagan and Calgary.

In 2006 I was asked to join the 'Local Organizing Committee' (LOC) of the Victoria venue of the 2007 U20 World Cup. This was my initial exposure to the organizational and governance side of soccer. On the LOC:

- I 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.

It became apparent that the RCMP had little or no knowledge of or commitment to the tournament at either the local or national level. I liaised with RCMP Headquarters in Ottawa and retained 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 national son immigration issues e.g. defection, refugee status, conflict with the law.

If February 2007 I traveled to Ottawa and briefed the Canadian Soccer Association and the National Organizing Committee on the RCMP's and local law enforcement's responsibilities and commitments to the tournament.

In January 2008 I retired from a 38 year career in policing with the RCMP and the Saanich Police Department (SPD). The last 20 years of my career I was assigned duties in criminal investigation. My last assignment was the Inspector in Charge of the SPD Detective Division. I oversaw all criminal investigations I the Department, managed a staff of 40 police and civilian staff and was responsible for preparing and managing the Division's budget. The latter was very challenging given the enormous costs of a major crimes investigation. On cases that crossed jurisdictions I negotiated cost sharing with other local Departments and the RCMP. Our Division earned the respect of the other agencies for its collaborative approach to crime solving.

The 2000s saw a political appetite for the integration or amalgamation of police services. I served on the 'Greater Victoria Police Integration Committee.' I wrote business cases for integrated investigative services and Memorandums of Understanding, some of which are still in place today.

In May 2008 I was elected to the Board of Directors of the Lower Island Soccer Association (LISA). I took on the role as Director of Risk Management. In the 9 years in this position I have:

- Developed an 'Enhanced Risk Management Plan' including the foundation for the current CRC system.
- Provided input to the BCS for the amendments to Rule 21 regarding CRC's.
- Written safety and security guidelines for travelling teams, especially international travel.
- Written and amended policy of 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 presenting trophies and awards.
- Attended workshops on Conflict Resolution, Ethical Decision Making, and Bullying, Abuse of Authority and Human Rights
- Served 2 years on the BCS Risk Management Committee as a Community Member

Working with the 'Soccer Community' over the past 11 years has been a learning and enjoyable experience. I am confident that my experience and knowledge match the preferred skills and competencies of a member of the BC Soccer Board of Directors. I look forward to making a contribution to the advancement of soccer at the provincial level.

Sincerely,

John Charlton

## Colin Hardwick

### CANDIDATE FORM

<b>Name of Candidate</b>	Colin A. Hardwick	
<b>Address</b>	2208 Westside Park Ave	
<b>City &amp; Postal Code</b>	Invermere, V0A1K4	
<b>Day Time Telephone</b>	250.341.5155	<b>Mobile</b> N/A
<b>E-Mail</b>	Colin.hardwick@invermerehardware.ca	

<p><b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b></p> <ol style="list-style-type: none"> <li>1. Creston Valley Thundercats Junior B hockey team</li> <li>2. Creston Valley Youth Soccer Association</li> <li>3. Creston Minor Hockey Association</li> <li>4. Columbia Valley Youth Soccer Association</li> </ol>
<p><b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b></p> <ol style="list-style-type: none"> <li>1. General Manager/ Head Coach Liaison Officer</li> <li>2. Vice President and President</li> <li>3. Head Referee</li> <li>4. Head Referee</li> </ol>
<p><b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b></p> <ol style="list-style-type: none"> <li>1. Was responsible for the hiring and firing of the GM/coach (if needed) as well as the liaison between coach, Board and players parents.</li> <li>2. I was part of the initial Board of Directors when the Creston organization became its own entity as it was under the Rec. complex's umbrella previously. I then went on to be President for a term.</li> <li>3. Did the scheduling and evaluation of the referees for minor hockey games</li> <li>4. I have just been elected as head referee this year. Our goal (CVYSA) is to increase the referee pool of younger players as well as mentor them. We are also continuing with small sided referees for all house games.</li> </ol>
<p><b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b></p> <p>I would very easily copy and paste the statement made on the information package for potential candidates as I feel it personifies my love for this game.</p> <p>I am calm and organized and work well in a team environment. I am passionate about soccer and have over 45 years experience. And most importantly I have been involved with rural Kootenays soccer for most of those 45+ years and I feel I can give perspective to this side of the province, as well as be the voice and advocate for the Kootenay's and other rural communities.</p>

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

Competitions / Referee Development / Awards & Scholarships / Risk Management / Soccer Development and Judicial.

With my history as a referee and experience as a coach and player, I feel these are a natural fit for me. I feel could give a knowledgeable opinion and clearly by my years of volunteering and participation in soccer I have a passion that encompasses many levels from player development to administration, rules and management behind the scenes.

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

Because of the demographics and size of the province, I believe the biggest challenge that I can see for BC Soccer is to make all the communities in BC feel like they are a part of the organization and that their voice is not only heard, but important.

## Ralph Luongo

### CANDIDATE FORM

<b>Name of Candidate</b>	Ralph Luongo	
<b>Address</b>	463 Alisa Ave.	
<b>City &amp; Postal Code</b>	Port Moody, V3H 1A2	
<b>Day Time Telephone</b>	604.931.4555	<b>Mobile</b> 604.290.8041
<b>E-Mail</b>	luongos@telus.net	

<b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b>
<ul style="list-style-type: none"> <li>Port Moody Soccer Club</li> </ul>
<b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b>
<ul style="list-style-type: none"> <li>President – 2009 – 2016</li> <li>Spring League Director – 2010 - 2016</li> <li>Vice President Boys – 2008-2009</li> <li>Equipment Manager – 2005 - 2013</li> </ul>
<b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b>
<ul style="list-style-type: none"> <li>Worked with our executive committee to establish &amp; publish proper policies and procedures for our membership.</li> <li>Worked with our VP's &amp; directors to create a technical program for our coaches and to hire a technical director who could deliver that program.</li> <li>Assisted with the development and execution of our spring league to provide further development &amp; playing opportunities for our membership</li> <li>Worked with our Adult program to ensure a clear pathway for our youth players to continue playing after their youth careers ended</li> <li>Continued to work with our City to ensure that our players continue to have some of the best facilities for all youth &amp; adult players to enjoy.</li> <li>Worked with our executive team to promote and retain our membership each year.</li> <li>Worked with our executive team to partner with our district clubs in the development of high performance programs for our U8-U10 levels &amp; U13-U18 levels.</li> <li>Maintained a strong relationship with our district clubs and partnered with the club who applied for and received the SPL franchise.</li> </ul>
<b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b>
<ul style="list-style-type: none"> <li>I believe that the creation of strategies, policies and procedures is agreed upon and the deliverance is done by a group and not a single individual.</li> <li>I am a strong listener and team player</li> </ul>



<ul style="list-style-type: none"> <li>• My sales &amp; marketing background allow me the opportunity to ensure we can continue to promote our “brand” throughout the province as a strong brand</li> </ul>
<p><b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b></p>
<ul style="list-style-type: none"> <li>• Competitions</li> <li>• Soccer Development</li> <li>• Referee development</li> <li>• Regional tier 3 soccer committee</li> </ul>
<p><b>6. What do you see as the biggest challenge before BC Soccer? Why?</b></p>
<ol style="list-style-type: none"> <li>1. Increasing &amp; maintaining membership at all levels (Youth &amp; Adult) and especially our Female players.</li> <li>2. To continue to focus on player development at the younger ages that are in-line with CSA pathway</li> <li>3. Working with the youth clubs &amp; adult leagues to provide further opportunities for youth players to continue playing after the age of 18.</li> </ol>

## LETTER



April 30, 2017

To: British Columbia Soccer Association Membership

Please accept this letter and attached 2017 Elections Candidate Form, as confirmation of my interest to be considered a member of the BC Soccer Board or Directors.

It has been a very challenging 11 years as a parent, coach & executive member of the Port Moody Soccer Club, and I would like to bring my “grassroots” knowledge and experience over these past 11 years to the BC Soccer Board with hopes in share this knowledge with all members of the soccer community in BC.

As a full time sales & marketing professional, I understand that to build a great brand, you first have to have a strong & solid foundation. I believe that the current BC Soccer Board has created a strong foundation, and I would like to help to continue building that brand further and growing the great game of soccer in our province.

## **RESUME**

### **Soccer Experience:**

2009 – 2016 President – Port Moody Soccer Club

2008 – 2009 – Vice President, Boys – Port Moody Soccer Club

2005 – 2013 – Equipment Manager – Port Moody Soccer Club

2010 – 2016 – Spring League Director – Port Moody Soccer Club

2006 – 2010 – Assistant Coach Boys & Girls Youth teams – Port Moody Soccer Club

### **Business Experience:**

1999- Present – Vice President, Sales & Marketing – EEC Industries Ltd.

### **Education:**

Sales & Marketing – British Columbia Institute of Technology 1992-1993

### **Personal:**

Born: February 14, 1967

Married: 1994 (Lisa)

Children: Nick (2<sup>nd</sup> year University) / Olivia (Grade 11)

# Justus Mirembe

## CANDIDATE FORM

<b>Name of Candidate</b>	Justus Mirembe	
<b>Address</b>	15 – 188 Sixth Street	
<b>City &amp; Postal Code</b>	New Westminster, V3L 2Z9	
<b>Day Time Telephone</b>	604.644.8589	<b>Mobile</b> 604.644.8589
<b>E-Mail</b>	mirembejustus@hotmail.com	

<p><b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b></p> <ul style="list-style-type: none"> <li>• African Canadian Soccer and Cultural Association (<a href="http://www.acsca.net">www.acsca.net</a>)</li> <li>• Freekicks International (<a href="https://www.freekicks.org/freekicks-team">https://www.freekicks.org/freekicks-team</a>)</li> <li>• Uganda Cultural Association of BC</li> </ul>
<p><b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b></p> <ul style="list-style-type: none"> <li>• President – 2012 to 2016 (African Canadian Soccer and Cultural Association (ACSCA))</li> <li>• Public Relations Officer – 2007 to 2012 (African Canadian Soccer and Cultural Association (ACSCA))</li> <li>• Director of Operations – 2012 to Present (Freekicks International)</li> <li>• Board at Large – 2008 to 2012 (Uganda Cultural Association of BC)</li> </ul>
<p><b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b></p> <p><b>President and Public Relations Officer – African Canadian Soccer and Cultural Association</b></p> <ul style="list-style-type: none"> <li>• Founded Africa United FC in 2010 participating in various community events such as;             <ol style="list-style-type: none"> <li>1. Spring-Summer Youth Soccer Program, (U5 to U18) – 2014 to present (Started with 9 kids, 3 of them my own kids and their friends, now membership is at over 350 and growing strong (<a href="http://www.acsca.net/au">www.acsca.net/au</a>))</li> <li>2. Spring-Summer Men's Open Multicultural Soccer Premier League – 2010 to present – Team Africa Men's Open, Women's Open, Men's Over 30 and Men's Over 38 (<a href="http://www.thenationscup.com">www.thenationscup.com</a>)</li> </ol> </li> <li>• Recruited and retained corporate sponsorships and grants – 2009 to present. (Western Union Canada, Heineken Canada, Canadian Tire Jumpstart Charities, City of Burnaby Festivals Grants Program)</li> <li>• Founded the Annual Community African Awards Dinner Soccer Gala – 2010 to present (formerly recognizes local talent within our community that have gone far and beyond in making a difference through Soccer and Cultural activities)</li> <li>• Successfully secured the BC Soccer Association Membership for ACSCA in 2016</li> <li>• Grew ACSCA from a "one event a year" community association in 2010 with an annual budget of under \$10K to a "5 program annual delivery" association with a current annual budget of \$100K (<a href="http://www.acsca.net/images/JM%20-%20Presidents%20Report%20-%202016.pdf">http://www.acsca.net/images/JM%20-%20Presidents%20Report%20-%202016.pdf</a>)</li> </ul>

**Director of Operations – Freekicks.org**

- Assisted in the organization's fundraising initiatives that included pub nights and public speaking opportunities
- Was among a team of Canadians that undertook international soccer field trips to Uganda, Africa in 2013 and 2015 and hosted soccer camps and donated soccer equipment across the country which benefitted over 5000 under-privileged youth in schools and communities in Uganda (watch video <https://www.freekicks.org/aboutfreekicks>)

**Board Member at Large – Uganda Cultural Association of BC**

- Assisted in the planning and hosting of the international 3 day "business and social convention" June 30 to July 2, 2012 that attracted high level politicians, dignitaries and attendees from Africa, Europe, and North America (Sheraton Hotel Vancouver)
- Assisted in hosting community annual soccer picnics that helped to fundraise for the association – 2008 to 2012
- Head Coach of the association's local soccer team (Team Uganda) at the annual African Soccer Tournament of BC – 2008 to present (<http://www.acsca.net/schedule.html>)

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

- Leadership skills and conflict resolution
- Program development and fiscal responsibilities
- Judgement and ethics
- Team player, and community engagement

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

- Any Committee as deemed necessary, am very flexible. I would love to contribute to the growth of the beautiful game of soccer in BC and Canada at large by contributing creative ideas as well as willing to learn from other board members. As a saying, "It takes a village to raise a child," I believe it's a collective responsibility to help out in anyway possible. I have played organized soccer for many years and continue to play soccer in the Masters division of VMSL, I understand the game.
- Outside of soccer, I am a designated Peace and Law Enforcement Officer with Environment Canada and have worked for the Federal Government for 15 years.

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

- There is always going to be challenges in every large organization such as BC Soccer, the idea is to tackle every challenge as an opportunity. One challenge I constantly heard from various groups is several youth soccer academies feel disconnected with BC Soccer even though they share the same goal of promoting soccer and providing opportunities for every child to play organized soccer regardless of their choice of club. I would be happy to help out in finding suitable solutions that strengthen our soccer communities and enhance a safe environment for the beautiful game to be showcased.

## Don Moslin

### CANDIDATE FORM

<b>Name of Candidate</b>	Don Moslin	
<b>Address</b>	5945 Devon Place	
<b>City &amp; Postal Code</b>	Nanaimo, V9V 1E5	
<b>Day Time Telephone</b>	250.756.2064	<b>Mobile</b> 250.802.4438
<b>E-Mail</b>	dmoslin@sd68.bc.ca	

### LETTER

**Re: Election For BC Soccer Association Director 2017 - 2019**

I am willing to allow my name to stand for a Director for the British Columbia Soccer Association. I have forty one 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 ten 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, Referee Development, 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
- Continued to offer and provide free workshops, assistance, and programs for Clubs, Districts, Leagues, Coaches, and Players in all parts of BC
- Introduction of the Club Charter Standard One which has at least one Club achieving this Charter Club Standard One Certification
- Continued commitment to enhancing Coach Education by:
  - Increase in the number of coaching certification courses held due to establishing Club Course Facilitators

- The continued development and refinement of a variety of different delivery platforms for Coach Education so that all parts of BC will be able to conduct a variety of Coach Certification Courses. This will ensure all Youth players will have an age appropriately certified coach as identified in the strategic plan.

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, the connection, and the engagement of 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 improve player retention rates at all levels
- the need to continue to attend and support Competitions 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/District

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 the BC Secondary Schools Soccer Commission which is responsible for and oversight of the BC school system soccer, as well as the numerous Championships associated with school soccer.

From my continued involvement, I have come to understand the importance of effective governance, administration, financial accountability, and how important it is to listen to and address the concerns of the various stakeholders within our 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 regarding my application, I am available to answer any questions or concerns.

Respectfully

*Don Moslin*

## 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

### 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              |
| ○ Events/Scholarship Committee             | 2007 to present              |
| ○ Referee Development Committee            | 2016 to present              |
| ○ Risk Management                          | 2014 – 2015, 2016 to present |
| ○ Futsal Committee Chair                   | 2009 - 2015                  |
| ○ Nominations Committee                    | 2008, 2010, 2012, and 2016   |
| ○ Finance Committee                        | 2013 – 2014                  |
| ○ Membership Committee                     | 2008 to 2010                 |

#### CANADIAN SOCCER ASSOCIATION

- |                    |                         |
|--------------------|-------------------------|
| ○ Futsal Committee | 2010 to 2012, 2015 - 16 |
|--------------------|-------------------------|

#### UPPER ISLAND SOCCER ASSOCIATION

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

#### NANAIMO AND DISTRICT YOUTH SOCCER ASSOCIATION

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

UPPER VANCOUVER ISLAND DEVELOPMENT CENTER FOR SOCCER

- Director/Technical Chair 1994 to 2001

BC SUMMER GAMES

- Sports Representative 2016 to present
- 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 SCHOOLS SOCCER COMMISSION

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

COACHING TRAINING

I have achieved the highest level of certification in National Coaching Certification Program – “A” License Soccer Technical and 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 AND EXPERIENCE

I have been coaching soccer in British Columbia since 1977 and coached many levels of soccer during that time – Youth, Senior, College, School, University, BC Provincial teams. I have coached ten (10) years at the Youth level, eleven (11) years at the Adult 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.



## Leanna Napolitano

### CANDIDATE FORM

<b>Name of Candidate</b>	Leanna Napolitano	
<b>Address</b>	1509 Springer Ave	
<b>City &amp; Postal Code</b>	Burnaby, V5B 3M2	
<b>Day Time Telephone</b>	604.592.7205	<b>Mobile</b> 604.866.4301
<b>E-Mail</b>	LNAPOLITANO@SHAW.CA	

<p><b>1. What previous Non-Profit Organization (NPO) Boards have you served with besides BC Soccer?</b></p> <ol style="list-style-type: none"> <li>1. Burnaby District Youth Soccer</li> <li>2. Cliff Avenue United Football Club</li> <li>3. Pacific Storm Water Polo Club</li> <li>4. Burnaby Barracudas Swim Club</li> <li>5. Langley Chamber of Commerce</li> </ol>
<p><b>2. What positions have you held with respect to the foregoing (i.e. question 1)?</b></p> <ol style="list-style-type: none"> <li>1. Director, Club Representative</li> <li>2. Director, Vice President, member of various committees (discipline, coaching,</li> <li>3. Director, Chair of Fundraising</li> <li>4. Director</li> <li>5. Mentor for the U40 leaders , member</li> </ol>
<p><b>3. List your accomplishments on NPO Boards. Please list the NPO's separately.</b></p> <p>Proven ability to provide team leadership, driving performance, program improvement and quality initiatives. Ability to win community support, develop key partnerships and build relationships with a shared sense of purpose.</p>
<p><b>4. What specific skills do you possess that will assist you in serving as a Director on the BC Soccer Board?</b></p> <p>Leadership: managed teams of people in business, and in the local community          General business development: networking, branding, sales, and fundraising          Strategic planning, business development models.          Have worked in retail and commercial banking for 25+ years – familiar with accounting and financial matters for profit and not for profit organizations, customer service, and relationship development and branding.          Communication: experience in leading customer service initiatives, team leader          Event Management: have Chaired many events as fundraisers, community building, social and for professional development          Community engagement: Building stronger engagement with the key stakeholder of the community.</p>

<p><b>5. If elected/ re-elected to the Board of BC Soccer, what committees do you wish to serve on? Why?</b></p>
<p>Grassroots – familiar with the workings of local clubs, understand the foundations and importance soccer has in our communities to make life long players  Financial – is to have a better understanding of the financial workings of the organization  Referee – member of the committee this past year, opportunity to see the committee goals and objectives develop.</p>
<p><b>6. What do you see as the biggest challenge before BC Soccer? Why?</b></p>
<p>Meeting the needs of our members – helping all players find a place to play (grass roots to adults)  And working towards having life long athletes in the game at all levels.</p>

## **RESUME**

### **FORMAL EDUCATION**

Bachelor of Arts, Trinity Western University

Accredited Business Lending Program from CUIC/ Dal House University

White Belt Certification in Lean and Six Sigma Training

### **WORK EXPERIENCE**

First West Credit Union – Business Banking Advisor 2014- present  
Member Service Manger 2011 – 2014

Vancouver City Savings Credit Union (Vancity) 1994- 2011

### **Summary of Qualifications**

- Member service oriented, vast experience working with retail and commercial members
- Effective interpersonal communication skills, excellent listening skills with the ability to understand the needs of members and refer product, services and other business partners
- Apply business acumen to develop and capture lending business
- Develop and deliver new business acquisition
- Use of judgement and discretion, ability to problem solve, results oriented attitude
- Professional, team player, self-motivated and a strong relationship builder

### **COACHING/PLAYING**

I have been coaching for many years at the grass roots level both boys and girls.

Have more recently been the team manager for grass root teams.

I have enjoyed playing soccer for many years from youth to early adulthood at both the competitive level and recreational level.