



BC Athletics Board of Directors

October 29, 2025 Election

Nominee: Brian Thomson

Region: Victoria

Please outline any professional experience that you feel would be relevant to a position on BC Athletics Board of Directors:

Technology

Ten years experience managing, designing and developing custom business application systems. Completion of Andersen Consulting's Professional Education program, 1983-1992. Major in project management, business analysis and systems design and installation.

Training

Fifteen years experience as an instructional designer and developer of custom training programs for business systems and processes.

Business and Governance

Thirteen years experience supporting a Board of Directors of a not-for-profit society funded by government and industry in the oil and gas sector. Nine years experience leading and managing projects to develop custom information systems and training programs.

Please outline any personal experience that you feel would be relevant to a position on the BC Athletics Board of Directors:

Exposure to athletics activities.

Over twenty years officiating at T&F meets, road races and cross-country events across BC and Canada. Four years serving on the organizing committee for the Victoria International Track Classic and two years as a Board member of a Victoria T&F club while children participated in the club.

Committee Chair

Six years as Chair of the BCA Officials Committee. Oversaw the implementation of a new pathway for officials designed to streamline the progression of officials to level 3 (Provincial) Official. Implementation required new types of training and new policies and procedures for

upgrading. Implemented three working groups to increase the diversity of input and give others the opportunity to be engaged in the management and administration of officiating programs. Conducted virtual town hall sessions as well as information in newsletters, emails and web site to share information on the change and our plans.

Oversaw the selection and piloting of a new electronic management system for officials which is now used by all officials to schedule and track their officiating activities.

Please provide a brief statement (max 250 words) outlining why you are interested in serving on the BC Athletics Board of Directors:

I welcome the opportunity to assist BC Athletics implement change and take it to next level of athletics in BC; while deepening my leadership and governance skills and experience being part of a team making great things happen. BC Athletics, with relatively new staff and updated constitution and bylaws, has exciting opportunities to evolve the sport from growth in memberships to growth in the nature and types of competitions. Change management along with SafeSport will be issues for the next bit that will require time and effort to manage and build a positive culture and community that does not tolerate inappropriate behaviour. An interesting challenge that will require discussion and consideration of innovative and different ways of operating.

How do your values and experiences reflect and support BC Athletics' vision and values of integrity, connection, accessibility, respect and excellence across all levels of the sport?

Integrity—personal values of telling the truth and doing what you say you leads to trust and respect amongst directors, staff and the entire BC Athletics membership.

Connection—personal values of building and maintaining connections with individuals with a wide range of backgrounds and demographics helps to support soft skills (communication, empathy) and provide exposure to new ideas and opportunities. Collaborating with others and making the best use of team members enhances decision-making and outputs.

Accessibility—as Chair of the Officials Committee, it was a high priority to make sure all decisions and programs were available to everyone regardless of location, experience and personal situations. This involved providing information and updates regularly across multi vehicles (e.g., website, newsletters, emails, town hall sessions, annual meetings); utilizing working groups to solicit feedback from the target audience(s); as well as encouraging regional development coordinators to reach out to local officials.

Respect—viewing opinions and interests of others as important inputs into programs and decision-making and/or the need for additional communication to ensure everyone is on the same page. Listening to different perspectives, experiences and opinions are healthy for growing an organization while showing appreciation and empathy.

Excellence—personal values of continuous improvement, delivering quality products and services on time and assisting (mentoring) others to help them reach their goals and interests.

Fun and enjoyable—working to create a fun and enjoyable atmosphere is not directly tied to a BC Athletics value but helps to connect with and retain members and management.

Safe Sport is a growing priority across amateur sport. From a governance perspective, how do you think BC Athletics can continue to strengthen policies and practices that ensure a sport environment that is safe, accessible, and inclusive for all participants?

Early and often weaving of Safe Sport messages into meetings including training, town hall and other meetings (e.g., continuous awareness that Safe Sport is a high priority). Provide tips on values, norms and acceptable behaviour as well as what to do if you see unacceptable behaviours.

Look for ways to enhance the volunteering experience—deepening the positive and supportive culture that reduces the potential for unacceptable behaviour while building a strong community and teamwork amongst members. This will also aid recruitment and retention of volunteers (members).

Build safe sport leaders amongst member groups and regions to continuously promote safe sport behaviour (and positive culture); keeping awareness at a high level; providing tips and lessons learned to target audiences and providing feedback to the Board and staff.

Provide short and focused mini-modules (information or training) highlighting what Safe Sport means to athletics and how to spot and handle. Look for ways to make modules interesting, relevant and engaging for the athletics community. Optional to members while requiring members to commit to Safe Sport values and behaviours as part of annual membership sign-up and renewal.

If elected to the Board of Directors, what do you see as the most significant contribution you can make to the organization?

Diversity of Board members

Bringing experience from outside of the sporting community combined with awareness of athletics in BC across regions and disciplines (T&F, cross-country, road running).

Board experience

Twenty years of working experience in Board operations provides an understanding of the governance requirements and the importance of a high performing team that is aligned and working effectively together in discussions, decision-making and monitoring operations.

Training knowledge and experience

Fifteen years developing custom training programs including assisting the National Officials Committee (NOC) design and collect content for their new on-line training modules. NOC's Master Trainer for officials training in BC—regularly delivering training to level 3 officials in BC and across Canada.

Network of contacts

In the athletics community across BC and Canada with a wide range of perspectives and experiences that will benefit information gathering, discussions, and decision making.