



BC Athletics Board of Directors

October 29, 2025 Election

Nominee: Judy Needham

Region: Coquitlam

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

I currently work as a Senior Project Manager at the Centre for Advancing Health, St. Paul's Hospital. I am the project manager for the BC & Yukon regional team that is part of a network called CTN+. We conduct high-quality, community-collaborative research. As a project manager, I plan, execute, and oversee projects from start to finish, ensuring they are completed on time and within budget, and meet project goals. I lead teams. I ensure projects are aligned with the mission and vision of the organization. I coordinate resources, identify and solve problems, monitor and mitigate risk, and communicate with stakeholders. I have highlighted a few areas below that are relevant to a position on the BC Athletics Board of Directors.

1. Finance and Oversight

Experience with budgeting, monitoring cash flow, financial reporting and financial compliance

- Successfully develop and manage research budgets, monitor fiscal expenditures ensuring all transactions comply with grant/contract guidelines, regulations and fiscal policies, and meeting expected financial targets.

2. Risk Management

Experience identifying and mitigating risks and overseeing regulatory compliance

- Proficient in risk-based monitoring, developing monitoring plans to identify risks and mitigation strategies, and monitoring risk levels to safeguard research participants, ensuring data integrity, and upholding ethical standards throughout a clinical trial and verifying trials are conducted according to protocol and required regulations.

3. Grant Facilitation

- Successfully facilitate grant proposals for core operating support from government totaling over \$25 million.

4. Leadership:

Strategic planning

- Develop comprehensive project plans to define study objectives, timelines and budgets
- Plan and organize strategic planning meetings with a diverse range of stakeholders including people with lived or living experience, community partners, researchers, knowledge users and indigenous peoples to develop regional research priorities
- Foster collaborations with multiple stakeholder groups including patients and their families, community organizations, researchers, healthcare professionals, sponsors/funders (pharmaceutical industry, government agencies), regulatory authorities, ethics committees, and data safety monitoring boards
- Integrate EDI principles in all aspects of research studies, from study design through implementation and knowledge translation

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

I have personal experience with various stakeholder groups within the organization.

• Athlete

Experience competing in organized competitive sport at school, college and as a master's athlete.

• Parent of former Track and Field Athletes:

I have a good understanding of an athlete's journey and needs from Junior Development through Collegiate competition and competing on BC teams.

• Coach (former):

Coaching experience (track) for the junior development program with the Coquitlam Cheetahs, providing a safe and welcoming environment for young athletes. Understanding of athlete development.

• BC Athletics Official (2015 – Present)

Involved with BC Athletics as an Official for over 10 years. Officiated at Local, Provincial and National Track and Field Meets, as well as at non-stadia events (cross-country, road races) ensuring competitions are conducted in a fair and safe manner while adhering to the rules. I have an understanding of what supports Officials need to carry out their duties.

• BC Athletics Provincial Officials Evaluator and Provincial Officials Mentor (2024 – Present)

I more recently trained as a Provincial Mentor to guides and support the next generation of officials to reach their goals by sharing knowledge and experience.

• I am a Qualified Provincial Evaluator, who assess performance and readiness of other officials.

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

I am an experienced professional and dedicated volunteer. I work collaboratively with large groups of stakeholders. I have a proven track record chairing or participating at board or committee level and have demonstrated significant engagement with track and field as a coach, club board member and as a BC Athletics official, evaluator and mentor.

I am interested in serving on the BC Athletics Board of Directors because I am passionate about sport and good governance. Athletics programs need to be accessible, inclusive and delivered in a safe and respectful manner and free from any bias or abuse. Good governance includes accountability, transparency, efficiency, fairness and responsiveness to stakeholder needs. With the recent turmoil within the organization, I want to be part of the team that helps rebuild trust and find solutions to the current strife by fostering a culture of openness, fair treatment and collaboration among all members and stakeholder groups. The new BC Athletics constitution and bylaws will bring changes to the organization and may require changes to documents and policies training and most of all communication. I believe that I have the necessary skills to ensure changes are consistent with the organizations purpose.

If elected I will exercise the duties of a board member with integrity, respect and dedication to the organizations mission and vision.

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?

I work at an academic research organization in a highly regulated profession (clinical research) involving a diverse vulnerable population. There are many similarities with Athletics. First, there are many rules, regulations and ethical standard that must be followed to safeguard the safety and well-being of individuals that take part in clinical trials and ensure the integrity of the data. These remind me of all the rules and codes of conduct for athletics which are essential to ensure competitions are conducted to a high standard, and in a safe environment free from bias and abuse and results are accurate. Integrating EDI principles at work throughout our network, teams and projects involves promoting equitable access, valuing different perspectives and fostering an inclusive environment at all stages of clinical research. These principles are in line with the values of BC Athletics Values. At work we take a community-centred approach incorporating community perspectives into leadership, study design and conduct and knowledge mobilization. The new advisory councils are a step to involving stakeholder groups (Athletes, Coaches, Officials) in the organization. These groups have a wealth of knowledge and different perspectives that may benefit BC Athletics. I truly support the vision and values of BC Athletics.

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?

Ensuring the oversight and management of BC Athletics is transparent, accountable and operate with good practices. To strengthen policies and practices that ensure a sport

environment is safe, accessible and inclusive, BC Athletics can review policies on a regular basis to reflect best practices, update policies as needed, continue to educate stakeholder groups (athletes, coaches, officials, staff, board members), enforce a code of conduct as well as making sure athletes are included in the process. It is important to create a culture and environment for athletes and other that are involved in sport that is free from abuse, harassment and discrimination.

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

Willingness to contribute time and effort to provide oversight and guidance to ensure the organization's policies and practices align with its purpose and values.