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Board of Directors | Statement of Function

Thank you for your interest in joining Washington Youth Soccer's Board of Directors. In the space below, please share 3-4 sentences highlighting why you would like to serve on the WYS Board.

I would be pleased to have the opportunity to serve on the WYS Board. I have spent over 10 years volunteering with youth soccer as a coach, club president, and association board member and president. I think the most important thing about youth sports is giving kids the opportunity to be part of a group where they learn teamwork and sportsmanship. Being part of WYS is an opportunity to continue to support and grow participation in youth soccer. I have watched as we have struggled to recruit and retain the necessary dedicated adult volunteer coaches and board members. I am excited about the opportunity to be part of supporting the development and growth of the critical volunteers across the state who make youth soccer possible. In addition to my interest in youth soccer, I also have years of professional background in governance, budgeting, communications, advocacy, grant management, and working in a statewide non-profit association. I think this experience will also be beneficial in serving WYS.

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Print Name: Candice Bock

Signature: Candice Bock Date: 2/25/2024

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Board of Directors | Nominee Acceptance Statement

I accept the nomination to stand for election to the Washington Youth Soccer Board of Directors at the May 18, 2024 Annual General Meeting.

Print Name: Candice Bock

Signature: Candice Bock Date: 2/25/2024

## Candice Bock

(253) 227-0687 (cell)

bockcm1292@earthlink.net

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### Education

**M.P.A., University of Colorado**

*Public Administration, 1996*

**B.A., University of Colorado**

*Distributive Studies Public Administration, 1995*

### Professional Experience

**Association of Washington Cities, Government Relations Director** **6/18 - present**

*Role:*

*As Government Relations Director I lead a team of advocates and analysts serving the interests of all of Washington's cities. As Director I am responsible for leading the effort to develop AWC's annual legislative agenda and managing the annual efforts. Additionally, I am part of the Executive Team and regularly partner with other Directors on a wide assortment of projects and events touching all aspects of managing the association. I have built strong relationships throughout the organization, with city leaders, other local government associations, and wide range of stakeholders. Some notable accomplishments and responsibilities:*

- Reinitiated the State of the Cities research and data collection efforts with a comprehensive report developed in 2019 and released in 2020 and development additional subject specific reports annually as well as the annual City Conditions Survey.
- Relunched the *HR Insights* newsletter on a bi-monthly basis.
- Co-coordinate AWC's annual City Action Days conference and assist with planning and speaking for numerous other AWC events and webinars including the Labor Relations Institute, Budget Workshop, and Mayor Exchange programs.
- Serve as AWC's spokesperson for media inquiries.
- Led the process for recent updates of the AWC Statement of Policy.
- Project manager for the 2021-22 SEEK funding program providing over \$10 million in funding for summer outdoor recreation programs through a partnership with OSPI.
- Continue to manage a full lobbying portfolio of issues including taxes and finance, open government, and human resources and labor relations.
- Successfully advocated for passage of Tax Increment Financing as well emergency fiscal flexibility and \$30 million in additional funds for cities during the 2021 legislative session among other legislative efforts.
- Regularly field inquiries from cities on a wide range of topics.

**City of Lacey, Director of Administrative Services**

**10/17 – 6/18**

*Role:*

*As Director of Administrative Services, I oversaw the Human Resources and Public Affairs Departments and the City Clerk's Office and served as oversight liaison for the Joint Animal Services Agency. Some notable accomplishments and responsibilities:*

- Served as the City's labor negotiator with two police guilds and AFSME.
- Developed and implemented a new communications strategy.
- Re-established regular production of city communications newsletters and oversaw the initiation of a city podcast.

- Implemented public records tracking software.
- Member of the Public Records Project Team overseeing selection of a city-wide enterprise content management system.
- Developed, negotiated and implemented revised sick leave policy to address new state law requirements.

**Association of Washington Cities, Government Relations Advocate      12/09 – 10/17**

*Role:*

*As a Policy Advocate, I was responsible for a diverse collection of issues including personnel and labor relations, pensions, marijuana policy, criminal justice, public safety, emergency management, and public records. My responsibilities included involvement in every aspect of policy development like working with the AWC Legislative Committee, developing legislation and working with legislators to introduce and advance proposals. My unique mix of issue areas meant that I regularly interacted with a variety of cities and stakeholders. Some notable accomplishments and responsibilities:*

- Led an extensive stakeholder process and worked with a diverse coalition of interests to successfully pass legislation updating the Public Records Act. As part of this process, I had to gain the trust and cooperation of stakeholders that had historically opposed any changes to the Public Records Act.
- Served as the policy expert on marijuana law working on legislation, including assisting cities around the state better understand and respond to the legalization of marijuana. This has included numerous speaking engagements, responding to news media inquiries, development of fact sheets and planning and participating in webinars.
- Established the Labor Employer Relations Summit, a one day training program, for members of labor and management to learn about communicating and working more effectively together.
- Led AWC’s education efforts on the two liquor privatization measures during the summer of 2010. This included working to develop fact sheets, speaking to groups of city officials and conducting a webinar.
- Served as the liaison between AWC legislative team and the Washington City Managers Association, Washington Association of Municipal Attorneys, the Washington Public Employers Labor Relations Association, and the Washington Association of Police Chiefs and Sheriffs.

**City of Carnation, City Manager      9/06 – 11/09**

*Role:*

*As City Manager I answered to a five member City Council and was responsible for the day-to-day operations and management of all City services. The City of Carnation provides a full spectrum of municipal services to its 1,905 residents including water and sewer service, streets and parks, planning and permitting and public safety. With a small staff of eleven, I had to be a hands on Manager involved in every aspect of the organization from developing the annual budget and financial plan to applying for a Public Works Trust Fund loan and completing grant applications for parks projects. Some notable accomplishments and responsibilities:*

- Oversaw all city operations including water and sewer utilities and public safety.
- Prepared the annual City budget of \$8.5 million and developed a six-year financial forecast for the City to assist with the budgeting process.
- Oversaw the construction and start up of a new \$20 million vacuum sewer system.
- Worked with our local Legislators to secure \$3 million in State funding for the sewer project.

- Successfully applied for a USDA grant to build a structure to house the Carnation Farmers Market.
- Successfully applied for a Public Works Trust Fund Preconstruction Loan for \$2 million for water system improvements.
- Responsible for emergency management response related to two large-scale floods that left the City isolated and the 2006 windstorm that left the City without power for five days.
- Negotiated a MOU with King County to settle disagreements between the City and County over the Tolt Floodplain Reconnection Project that will relocate critical levees south of Carnation.
- Worked to bring the City into compliance with outstanding transportation grants by getting those projects contracted and completed.
- Developed and wrote regular citizen newsletter and initiated an upgrade of the City's website to provide better communication with residents.

**City of Lakewood, Government Relations Director**

**7/05 – 9/06**

*Role:*

*I was appointed to this position by the newly selected City Manager. As Government Relations Director, I continued to fulfill all of the functions regarding community and intergovernmental relations as well as many other functions for the City. The position included routine interaction with the Mayor and City Council as well as other local Officials, citizens, media and City staff members. I was responsible for coordinating projects that spanned a variety of programs in order to insure timely results such as the Lakewood Sound Transit Station project, franchise negotiations, state legislative work, and development of a new police station.*

**City of Lakewood, Assistant City Manager**

**7/04 – 7/05**

*Role:*

*As Assistant City Manager, I was responsible for all of the functions regarding community relations for the City as well as intergovernmental relations and special project management. I also served as the Acting City Manager in the absence of the City Manager. The position required regular interaction with the Mayor and City Council as well as other local Officials, citizens and City staff members. I was often called upon to coordinate projects that span a variety of programs in order to insure timely results. My role also included involvement in the budgeting process for the City.*

- This position required that I understand and was involved in all policies and operations of the City including budgeting. It required extensive knowledge of government operations.
- As Assistant City Manager, I assumed responsibility for overseeing the City's federal Weed & Seed grant program, which involves coordination between many local service providers, the Police Department and the Department of Justice.
- As Assistant City Manager, I had the task of facilitating the creation of a new police department and the early stages of development of a new \$10.8 million Police Station.

**City of Lakewood, Community Relations Department**

**7/01 – 7/04**

**Community Relations Manager**

*Role:*

*I had the opportunity to create this position from the beginning as the first person to fill this role for the City of Lakewood. As Community Relations Manager I was a member of the senior management team and involved with a wide variety of day to day operations of the City that required that I remain knowledgeable about and involved in the many policies and programs of the City. I was responsible for citizen communications, media relations, special events coordination,*

*neighborhood association liaison, intergovernmental relations and other projects such as creation of a new municipal police department and cable TV franchise negotiations.*

- This position required that I had a strong understanding of the policies and operations of the City in order to clearly represent them to the citizen and other organizations. It required strong communications and advocacy skills, a focus on interpersonal relations and the ability to create cooperative relationships with many individuals and organizations.
- Intergovernmental relations focused on developing and coordinating the City's legislative strategy. It also involved monitoring a wide array of legislation and issues that affect the City and working closely with AWC and other local jurisdictions.
- Citizen communications required an understanding of the City Council in order to anticipate what and how the Council will want to communicate with citizens and working with all of the other City departments to gather the appropriate information to share with citizens through a variety of media including publishing regular newsletters, managing the city's webpage, public presentations, coordinating and hosting community meetings all in order to insure that citizens have timely information on City policies and programs.
- Media relations included serving as the City's primary spokesperson with members of the press, fielding contacts from reporters and issuing press releases.
- Special events coordination entailed planning and hosting numerous community events such as holiday celebrations, receptions, grand openings and summer festivals as well as staffing the City's Events Committee and overseeing a grant program to provide funding to local organizations for events and festivals
- As Neighborhood Association liaison I was responsible for routine interaction with local Neighborhood Associations including ensuring access to City assistance and providing training and coaching for the citizen leadership of the Associations to improve coordination between the City and Neighborhood Associations.
- Intergovernmental relations also included serving as representative to outside organizations such as the Chamber of Commerce, Convention and Visitors Bureau, Public Facilities District Board, Community Advisory Board for Secure Commitment Transition Facility, and others as needed.
- Other projects: I served coordinator of the City's Police Transition Team responsible for the formation of a new internal police department. As a member of the police transition team I served as facilitator for the team by managing communications, monitoring timelines, tracking progress and insuring that all members of the team are meeting their objectives. I also represented the City in cable TV franchise negotiations as leader of the negotiation team.

### **City of Lakewood, Economic Development Division**

**5/99 – 7/01**

*Economic Development Administrator*

*Role:*

*I had the opportunity to create this position from the beginning as the first person to fill this role for the City of Lakewood. As Economic Development Administrator I served a member of the senior management team responsible for encouraging business expansion, improving relations with the existing local business community and tourism promotion.*

- Encouraging business expansion involved marketing the City as an attractive location for business, working with local developers and property owners such as the industrial park and serving as project manager for new development project to insure a smooth and streamlined development process.
- Improving relations with the local business community focused on building a strong relationship with the Chamber of Commerce and working with local business associations.

Additionally, I acted as an ombudsman to assist businesses in navigating the development and other government processes. I also served as staff to the City's citizen Redevelopment Advisory Board.

- Tourism promotion included representing the City as a member of the Conventions and Visitors Bureau Board of Directors and managing the City's lodging tax program.

**City of Richland, Office of Business and Economic Development**                      **1/-97 – 5/99**  
***Economic Development Marketing Specialist***

*Role:*

*As Economic Development Marketing Specialist I was part of a two-person team responsible for attracting new industrial and commercial businesses, marketing and sale of city-owned industrial and commercial property, downtown redevelopment and building relations with local businesses.*

**City of Colorado Springs, Office of Economic Development**                      **11/94 – 12/96**  
***Economic Development Assistant/Intern***

### **P r o f e s s i o n a l   A f f i l i a t i o n s**

- Member, Engaging Local Government Leaders (ELGL), 2014 - 2017
- Member, Washington City County Management Association (WCMA), 2004- present
- Affiliate Member, International City/County Management Association (ICMA), 1998- present
- Member, City County Communications Management Association (3CMA), 2002 - 2006

### **C o m m u n i t y   I n v o l v e m e n t**

- Board member and President, Thurston County Youth Soccer Association, 2017 - 2023
- Board member and President, Olympia United Soccer Club, 2013 – 2020
- Member, Little Red School House Project Steering Committee, 2014
- Vice-president, Kiely Glenn Homeowners Association, 2012 - 2016
- Co-Chair, St. Michael Parish Giving Bus Project, 2012 - 2013
- Coach, Snoqualmie Valley Youth Soccer, 2009
- Rotary Club of Clover Park, 2001 - 2006

## **WASHINGTON YOUTH SOCCER GOVERNANCE CODE OF ETHICS**

*(To be signed by all Directors, Officers and Committee Members of Washington Youth Soccer, its Districts and its Member Associations)*

### ***Purpose***

As a director, officer, or committee member of Washington Youth Soccer or one of its Districts or Member Associations, I understand that the purposes of this policy are to protect the integrity of the Washington Youth Soccer organizations' decision-making processes, to enable our constituencies and the public to have confidence in our integrity and to protect the reputations of all board members, committee members, volunteers, and paid staff.

### ***Duty of Loyalty***

As a director, officer, or committee member of Washington Youth Soccer or one of its Districts or Member Associations, I understand that I have a duty of loyalty to Washington Youth Soccer and shall support and promote the mission, purpose, activities and decisions of Washington Youth Soccer. I shall not engage myself in a Washington Youth Soccer position or function in an effort to secure an advantage for myself, another organization or individual, or for my or their personal or business gain.

### ***Communication***

As a director, officer or committee member, I understand the need to communicate openly and keep the appropriate parties in the communications loop. I understand that in most cases, the best form of communication is directly with the other party. I commit to communicate with the appropriate starting level of authority. I will respect and support the established communications process and will not engage in communications designed to circumvent, undermine, sabotage or keep appropriate parties out of the communications loop.

### ***Competition***

I will ensure that I understand the Rules of Competition and seek to ensure that everyone involved adhere to the letter, intent and spirit of the Rules of Competition. It is my responsibility to understand both the intent and application of the Rules of Competition. I will not place my personal interests above the mission and goals of Washington Youth Soccer.

While the concept of rivalry is wholly embraced, it is one of my responsibilities to ensure that it not take precedence over exemplary professional conduct. I understand that my attitude and conduct towards others should at all times be respectful, controlled and professional. I also understand that it is unacceptable to have any verbal altercation with an official, opposing coach, team or parents before, during or after a game.



### ***Conflict of Interest***

The standard of behavior at Washington Youth Soccer is that all directors, officers and committee members scrupulously avoid conflicts of interest between the interest of Washington Youth Soccer on one hand, and personal, professional and/or business activities of the other. This includes avoiding potential and actual conflicts of interest, as well as perception of conflicts of interest.

Upon or before election, hiring or appointment, I will make a full written disclosure of interests, relationships and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it as appropriate. In the course of meetings or activities, I will disclose any interest in a transaction or decision where I (including my business or other nonprofit affiliations), my family and/or my significant other, employer or close associate will receive a benefit or gain. I understand that a conflict of interest may result in my removal from the meeting or activity and potentially from Washington Youth Soccer membership.

### ***Governing and Operating Documents***

As a director, officer or committee member, I understand my responsibility to thoroughly acquaint myself with Washington Youth Soccer's Governing and Operating Documents and demonstrate a working knowledge of these documents. I understand my responsibility to follow and enforce all Washington Youth Soccer, District and Member Association bylaws, policies, procedures and rules at all times. This includes adhering to the letter, intent and spirit of the documents.

I will respect and support the spirit and intent of the documents and will not engage in activities designed to undermine or sabotage the documents. I understand that there is an established process for making changes to the documents and I commit to follow those processes if I desire to make a change to the documents.

### ***Health and Nutrition***

As a director, officer or committee member, I understand my responsibility to be educated about sports nutrition, fitness and health.

I also understand that Washington Youth Soccer is committed to a smoke free environment. As such, I will avoid the use of tobacco and tobacco related products at Washington Youth Soccer competitions, events and related activities.

### ***Support of Washington Youth Soccer***

I will support Washington Youth Soccer, its mission, governing and operating documents by considering myself a "trustee" of the organization and will do my best to ensure that I

will approach all Washington Youth Soccer issues with an open mind, prepared to make the best decision for everyone. I will respect and support a majority decision, never exercising authority as a board or committee member unless that authority has been delegated to me by the board or committee. I will not engage in activities designed to undermine or sabotage a decision once it is made. I understand that there is an established process for changing a decision and commit to follow those processes if I desire to change a decision. I will do my best to ensure that the organization is well maintained, financially secure, growing and always operating in the best interest of those we serve.

I understand that I have a responsibility to promote the game of soccer to the public in a positive manner. When in public, on e-mail, blogs, websites, and all social media, my comments and critiques of governing bodies, members, referees, administrators, volunteers, and paid staff shall be constructive.

I commit to conduct myself in a professional, respectful manner when in public and representing an individual, team, club, Member Association, District and Washington Youth Soccer. I will also strive to assist others in conducting themselves in a professional, respectful manner when in public and representing their team, club, Member Association, District and Washington Youth Soccer.

***Suspension and/or Revocation***

I understand that failure to follow the Washington Youth Soccer Governing Code of Ethics may result in ethics charges being filed against me and may result in suspension from involvement with Washington Youth Soccer or revocation of my membership with Washington Youth Soccer.

I understand that this Code of Ethics is meant to supplement good judgment, and I will respect its spirit as well as its wording.

I do not have any disclosures to report.

I have the following disclosures to report:

Candice Bock

Signature

2/26/2024

Date

Candice Bock

Print Name

