

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.

Hoping to provide institutional knowledge
with many new board members
Committed to youth soccer, especially recreational.
and enjoy involvement in WYS organization
Believe I provide valuable HR perspective in
moving organization forward

Opportunities

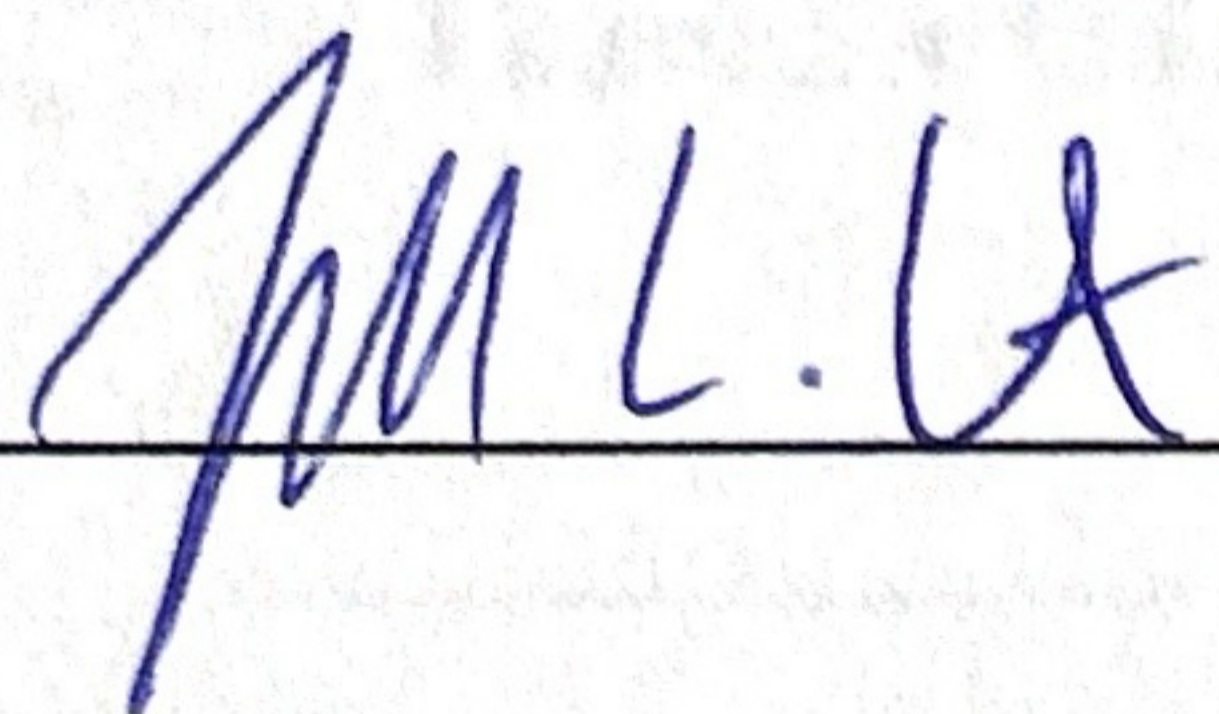
Print Name: Jill Christensen

Signature: Jill Christensen Date: 4/12/24

Board of Directors | Nominee Acceptance Statement

I accept the nomination to stand for election to the Washington Youth Soccer Board of Directors at the June 1, 2024 Annual General Meeting.

Print Name: Jill Christensen

Signature:  Date: 4/12/24

Jill Christiansen

16310 N. Brannon Lane
Spokane, WA 99208

Cell: 509-954-4936
Christiansendpc@aol.com

Professional Summary

Experienced and successful Human Resources administrator with excellent interpersonal skills, problem solving ability and an exceptional talent for finding win-win solutions to the most difficult issues in the workplace.

Experience

Director of Human Resources (returned 11/23 as HR Consultant)

05/2014 – 07/2021

Deer Park, WA

Deer Park School District

Manage HR process for school district employing 450 staff members. Responsibilities include: Labor relations, policy development, compensation, issue resolution, benefits negotiations and implementation, recruitment, performance management.

Consultant and Partner

04/2004 – 05/2014

Red and Associates, LLC

Spokane, WA

- Provide Human Resources consulting and outsourcing to companies in a variety of industries.
- Develop policy, compensation plans, evaluation/discipline approaches, recruitment and selection methods, and provide immediate and long-term problem resolution services.
- Serve as partner-contact for virtual HR department for several businesses.

Human Services Director

10/2009 – 06/2011

Mead School District

Spokane, WA

- Served as Human Services Director for large school district with primary responsibility for labor relations for eight bargaining units.
- Chief spokesman in bargaining for classified staff and developed broad based solutions in tight economic situation.
- Supervised HR and payroll staff.

Assistant Administrator

06/1992 – 03/2002

Rockwood Clinic

Spokane, Washington

- Full responsibility for HR function in large multi-specialty clinic with 900 employees.
- Set strategic direction; developed, communicated and implemented policy and procedure, and resolved issues in proactive and supportive manner.
- Had line responsibility for family practice clinics, communications, central service, and housekeeping departments.

Director of Classified Personnel

06/1989 – 08/1992

Spokane School District

Spokane, WA

- Full responsibility for the Human Resources function for 1500 classified employees across 13 bargaining units.
- Chief spokesman for classified labor relations and served on the bargaining team for certificated negotiations.

Education

BBA: Gonzaga University - Human Resources/Management

Spokane, WA

Summa Cum Laude

Cornell University

Ithaca, NY

Industrial and Labor Relations

Community Involvement

Currently and formally serve on many governing boards to include Providence Foundation, Spokane Youth Sports Association (SYSA), Catholic Charities, YWCA, Excelsior Youth Center, St. Thomas More Parish Council, Washington Youth Soccer Board of Directors

Activities

- Enjoy golf, jogging, skiing, gardening and family activities.

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:

Signature Jim L. CA

Date 4/12/24

Print Name Jill L Christensen

