



BC RUGBY BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

BOB STRACHAN - PRESIDENT

Bob Strachan brings a wealth of experience and passion for the sport, having served as BC Rugby Vice President (Finance & Administration) since 2019. As a respected leader and advocate for the development of Rugby in BC, Bob is poised to guide BC Rugby into a promising future. He takes over from Mark Lewis, who will now serve as a Past President.

Bob has been passionate about sports and community since his youth. After excelling in several sports, Rugby became his passion. He played, coached, volunteered and ultimately led fundraising as VP of Junior Rugby for the Vancouver Island Rugby Union. His teams of choice were UVIC and Castaway Wanderers RFC.

Bob is a seasoned business professional with a distinguished career as a CPA and Chartered Director, specializing in organizational governance and setting strategic direction. His work has extended across a wide range of organizations, from large professional national groups to provincial Not-for-Profit organizations. He's served on several Boards including Chair, CPA Canada and at Camosun College & Royal Roads. He's active within the Canadian accounting profession including recent unification of the profession and contributing to emerging standards for corporate governance.

TONY PAYNE - VICE PRESIDENT (FINANCE)

Tony is a seasoned executive with over 20+ years of experience in Information Technology, Audit, Finance, and Business Operations in the private and public sectors. Tony brings an innovative, well-aligned perspective, and leadership style that ensures successful stakeholder relationships and enables the digital transformation of organizations.

In addition, he currently serves on the BC Rugby Finance Committee. As a Board of Director, both from professional ICD.D designation as well as experience on governance and operational boards positions, Tony hopes to contribute to the future continued success of BC Rugby.

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“Rugby is not just a sport. It is in my blood.” Tony brings passion and experience across multiple countries, Clubs, and provinces to contribute to BC Rugby. Tony started playing Rugby at the age of 7, and continued to play school and Club Rugby, and then transitioned to Seniors and Masters level. In addition, he played Rugby in South Africa, Edmonton, Alberta and now in Victoria, BC. This allowed him to bring multi-country levels of knowledge and perspective to the organization. As an active player and member of Ebb Tide, Tony can represent both Club rugby and BC Rugby to the fullest.

THERESA WEEKS - VICE PRESIDENT (GOVERNANCE)

Theresa Weeks brings years of leadership experience in the public health sector and a decade-long record of accomplishment in board governance for non-profit and athletic organizations.

Throughout her time serving on boards, she has gained valuable experience managing finances and building positive relationships with community partners and stakeholders. Her passion for Rugby and belief in its unique power to unite individuals and communities underscore her dedication to the sport.

The sport of Rugby provides young people and adults alike with life skills such as teamwork, reliance, and leadership. As a mom of two Rugby kids, she has seen up-close how grassroots support of Rugby at the school and Club levels is the lifeblood of our sport. With a commitment to inclusivity and diversity and a background in mental health, she is keen on expanding the reach of the game among communities and finding ways to best support our athletes.

BOARD OF DIRECTORS

ALAN SNOWDEN

Alan Snowden is an independent corporate director with a background in management and finance and has a lifelong passion for Rugby. He started playing Rugby at boarding school in Cape Town at the age of eight, continued playing through high school in England, and played for three years in the British Army.

When he came to Canada, he played with the Capilano Rugby Club, the Snowcaps, and eventually served as the Capilano Rugby Club President. Alan was Club representative at the Vancouver Rugby Union, served as Vice President of the Vancouver Rugby Union, and has served on BC Rugby’s Adjudication and Governance Committees. Alan has extensive Board experience and training. He holds the Canadian Institute of Corporate Directors ICD.D





designation having completed the Directors' Education Program, the Audit Committee Effectiveness Program, and the SME Board Effectiveness Program.

He is past Chair of the finance committee of two publicly traded companies; served on the Boards of private companies including BMO Nesbitt Burns, and Odlum Brown Ltd; is a Governor of BC Women's Hospital Foundation, having served on the Board of the Foundation for 10 years and Chaired the Board for two years, and is a past President of the Capilano Golf & Country Club.

ANDREW FERENCE

Andrew Ference is a proud Canadian with a portion of his heart in Boston, where he won a Stanley Cup with the Bruins in 2011. After over 1000 regular seasons and NHL playoff games, he now works for the League as Director of Social Impact and Growth Initiatives.

A winner of the NHL's King Clancy award for leadership and humanitarianism, a recipient of the Queen's Diamond Jubilee Medal and graduate of Harvard Extension School, he takes immense pride in his passions and work off the ice. A member of the Strathcona Outlaws Rugby Club (now Strathcona Druids) as a teenager, he now joins Friday night touch at Shawnigan Lake School and Nooky Woods at Cowichan Rugby Club to keep up to his daughter, Ava, who will be playing Rugby at Harvard University next year and has aspirations of playing #9 in a World Cup for Canada.

ANDREW MARGOLIS

Andrew Margolis is an accomplished business leader and former rugby player with a passion for the sport and its growth. Currently serving as the Chief Operating Officer at Vancouver International Airport (YVR), he is responsible for the end-to-end operations and maintenance, driving service excellence, and overseeing significant capital projects, including the airport's ambitious Net Zero by 2030 initiative.

He brings a wealth of experience in operational strategy and capacity management, having previously held senior roles at YVR, where he led initiatives to transform baggage operations and enhance passenger experience. His entrepreneurial spirit and robust business acumen have enabled him to challenge the status quo and deliver innovative solutions to complex business challenges.

Andrew's passion for Rugby extends beyond his playing days in the UK. He would like to give back to the Rugby community and join BC Rugby in promoting the sport's values of teamwork, resilience, and leadership.





JASON PENALUNA

Jason Penaluna is a former B.C. resident, now residing in Washington, who grew up as a grateful product of BC Rugby. His Rugby career began at St. Michaels University School and progressed through the Vancouver Island and BC youth representative ranks, The University of Victoria, James Bay RFC and, eventually, the Canadian Rugby Union system culminating in selection to the 1995 World Cup squad.

His playing career took him overseas, in the mid to late 90s, where he played professionally in England and then to the United States where he played for and attended Life Chiropractic College. He and his wife, Marisa, reside in Edmonds, Washington, where they have run a Functional Neurology and Brain Injury rehabilitation practice for the last 20 years, while working with local professional teams as a consultant and sports physician.

Jason spends his off time coaching local, youth, high performance rugby in Washington, but has wanted to direct his rugby time resources back home for some time now to honour those who supported him. He intends to bring his practice experience to the board to help continue to grow ideas around player welfare, performance and injury support, player pathway clarity as well as to get more feet in boots.

NISHANT NEREYETH

Nishant Nereyeth brings over 10 years of rugby administration experience across India, USA, and Canada. He migrated to North America to study Sport Management at UMass Amherst and has since found himself completely at home in North Vancouver. He is currently the Director, Operations & Marketing at Major League Rugby (MLR) and has been the competition director for the past 6 seasons. His multipronged role also means that he leads various key strategic projects such as the MLR Championship. His previous rugby roles include starting the NY Ironworkers - New York's first professional rugby team, working in the events department at USA Rugby, and working as a Regional Development Officer for Rugby India.

Given the impact that it has had on his own life, Nishant has always been an advocate for sport's unique ability to educate, empower, and connect people - none more so than Rugby. He is most passionate about finding ways to spread the game beyond the existing, die-hard rugby fanbase by growing participation, engagement, and funding. When he isn't working on rugby, you can find him playing it as an active member of the Capilano Rugby Club. On the somewhat rare occasions that he isn't occupied with the game he enjoys spending time in





the great outdoors of British Columbia - hiking, biking, paddleboarding, or skiing - with his wife, Mihira, and dog, Jinka

NADINE HEATH

Nadine Heath is an active club member with Chilliwack Crusaders, serving as Vice President and playing with the senior women's team. She has been a part of the executive for the last few years, and prior to VP, was Women's Representative, helping grow the women's team.

Nadine, outside of rugby, works as an HR Manager and Business Administrator, having over 14 years of senior leadership experience in human resources, retail and hospitality, developing solution-oriented strategies and streamlined organizational structures.

Coming to BC Rugby she brings experience and focus on setting obtainable longterm goals with cross functional collaboration, having a strong ability to successfully develop teams to a higher level. She is an active member of the HR Committee for Canada West Ski Association and has experience leading in meetings, board committees, as well as planning and delivering content, training, and speeches for large multi-province conferences. Bringing experience as an active member with BC Rugby, and years of leadership strength and development, she is excited for the opportunity to be involved in growing the community that creates a welcome space in which she has been a part of.

PATRICK FULLERTON

Patrick is a prosecutor for the provincial government and has over 18 years working with the criminal justice system as defense counsel and Crown prosecutor. He is involved with advocating in the courts to judges and juries, reviewing materials to determine whether police investigations meet the BC Prosecution Service charge assessment standard, communicating with a wide array of justice system stakeholders and organizing materials to take into court with an eye to persuasion.

He grew up in the Lower Mainland and was introduced to Rugby in high school which led to the BC Games and rep teams for North Fraser Valley. Now, Patrick is a committed fan of the local game with having a child who plays and another who intends to play and sees how Rugby is an important activity for communities.

Patrick looks to assist and support BC Rugby to grow the game in the province and promote the sport as safe and inclusive. "Rugby in BC has a long and storied history. I want to be a part of its next chapters".

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