



**LC Board of Directors Meeting  
Minutes  
January 24<sup>th</sup>, 2024**

Call to Order

Meeting called to order at 7:04 pm EST.

Roll Call of Delegates

|         |                  |   |
|---------|------------------|---|
| Board:  | Shawn Williams   | President                                       |
|         | Paul Magnan      | Director Administration                         |
|         | Marisa Di Bari   | Director Marketing & Communications             |
|         | Suzanne Belanger | Director National Championships                 |
|         | Matt Shearer     | Director High Performance                       |
|         | Lesley Hawke     | Athlete Director                                |
|         | Bryan Baxter     | Director Domestic Development                   |
|         | Kevin Sandy      | Indigenous Director                             |
|         | Sheena Hubelit   | Director at Large                               |
|         | Sean Aggus       | Director at Large                               |
|         | Abby Macdonald   | Director at Large                               |
| Staff:  | Terry Rayner     | Interim Executive Director                      |
|         | Alana White      | Finance & Administration Coordinator (recorder) |
|         | Ashley Welock    | Finance Manager                                 |
|         | Kealan Pilon     | Communications & Marketing Coordinator          |
| Absent: | Sean O'Callaghan | Director at Large                               |

Opening Acknowledgement

"At this time, I would like to give thanks to the creator for giving this medicine to the Iroquois/Haudenousnee (people of the longhouse) for sharing this medicine with the world. Would also like to give thanks to all First Nations, Metis, and Inuit as we all sit in their territories we say thank you. We say thank you Creator for giving us Mother Earth. She then gave us the tree in which our sticks are made from. This is the true roots of the medicine we call Lacrosse today." Nay:weh / thank you.



## 1. Approval of Agenda

To add CLF update under 7 Financials Update.

**MOTION:** S. Aggus, L. Hawke

“To approve the agenda with additions.”

**CARRIED**

## 2. Approval of Board Minutes – November 17-18, 2023 & November 30, 2023

**MOTION:** S. Aggus, S. Hubelit

“To approve the minutes from November 17-18, 2023 and November 30, 2023”

**CARRIED**

## 3. Shout Outs

B. Baxter gave a shoutout to Wendy Dobbin and Roxanne Curtis for completing the CMD revisions, which were sent out on January 23<sup>rd</sup>, 2024.

S. Williams gave a shoutout to everyone involved in the camps that took place in December and January.

S. Aggus gave a shout out to Lee Carlisle, an active member of the ALA who passed away last week.

P. Magnan gave a shout out to all new Board members, and LC office staff.

M. Shearer gave a shout out to Board members who attended the emergency Board meeting in December, and came to an agreement on the statement released regarding the OLA Non-Sanctioned Policy.

## 4. Business Arising from previous minutes

B. Baxter requested an update on two policy change proposals that were tabled at November 2023 meeting, regarding officials' per diems and Bylaw 30, as well as the pathway to mediation and meeting with Steve Indig (Sport Law).

S. Williams advised officials' per diems will be discussed under item 8(d).

**ACTION:** S. Williams and T. Rayner to speak with Steve Indig regarding pathway to mediation.

S. Williams advised that Bylaw 30 has been rescinded due to voting errors at AGM. P. Magnan advised that the motion was defeated at the Special Meeting of the Members, as 2/3 majority was not met.

- a. To review Finance & Audit Committee Terms of Reference and bring recommendations forward to the Board – **ONGOING** (No new update)



- b. Staff Structure working group to bring recommendations to the Board – **ONGOING**. M. Di Bari to provide update under item 13.
- c. Strat Plan Sub-Committee – Paul M, Jane, Jason, Gerry, Bryan, AJ to meet to review current strategic plan and notes from SAM Town Hall and bring back recommendations to the next Board meeting – **ONGOING**. P. Magnan provided an update. T. Rayner reached out to the former Board members on this committee, and confirmed that they do still wish to be involved. M. Shearer & K. Sandy have also joined the committee, which will be meeting on February 4.
- d. To find ways to reduce deficit for 2023-2024 and draft a proposed balanced 2024-2025 budget for the AGM in November – **ONGOING**
- e. To create a survey with self-declaration of Indigenous status, postal code (region), age, gender, new players to Canada. Send to MA's – **ON HOLD**
- f. To reach out to potential candidates to replace Jim Burke as CLF President, as he is retiring – **ONGOING**. P. Magnan to provide update under item 6(b).
- g. To send out Board/Sector/Committee Chair goals to MA's – **ONGOING**. P. Magnan provided an update, and is continuing to work with everyone to compile goals and provide goals to MA's.
- h. To reach out to Ontario lawyer (acquaintance) to find out what his understanding was with sponsoring a Women's Box team to play in Utica thinking it was Team Canada – **COMPLETE**
- i. To draft a memo to be posted on the LC website and social media reiterating that Chris Fox/CLL does not have any affiliation with LC and is not the national team of Canada - **COMPLETE**
- j. To create a working group consisting of Bryan Baxter, Kevin Sandy, and one LC staff member to further review the Sixes Sector grant – **COMPLETE**. B. Baxter confirmed there will be no grant money provided to the Sixes Sector.
- k. Inform Wendy Cuthbert the plan for reviewing this grant – **ONGOING**. M. Di Bari is going to facilitate a meeting to provide update.
- l. To come up with a policy change proposal prior to the 2024 SAM for CCES Anti-Doping – **COMPLETE**. T. Rayner will provide proposal to S. Belanger for review prior to submission.
- m. To inform GC Committee Chair of the Board decision on 2025 CG age category and request CG committee to create an age dispensation policy - **COMPLETE**
- n. Create Doodle to determine availability of Board to continue this meeting – **COMPLETE**
- o. To send out BOD meeting schedule for 2024 – **COMPLETE**



## 5. Member Council Update

S. Hubelit provided an update and explained role of Member Council for new Board members. First Member Council meeting of 2024 will be in early February, and update will be given at next Board meeting.

## 6. Financials Update

### 7.

#### a. **24/25 Draft Budget – status from Member Council**

A. Welock provided an update. As Member Council has not met since the AGM to provide feedback, the draft budget remains unchanged. Draft budget must be included in Sport Canada core funding application due February 20<sup>th</sup>, so feedback should be provided prior to the application being submitted.

A. Welock provided overview of the two draft budgets created, both of which were included in the AGM package.

B. Baxter inquired about the removal of U13 National Championships from the budget, and A. Welock confirmed that the budget does not include a U13 event as per recommendations from the LTAD Committee.

#### b. **CLF**

P. Magnan provided background on the CLF and investment accounts, which currently sit at \$2.77 million. The CLF cannot spend any money without approval of two of the three LC representatives sitting on the CLF Board.

The CLF Legends project has been put on hold as of January 21 due to the red flags regarding a CLF Board member's (Jim Calder) company being contracted to complete the Legends project. A. Welock advised that the auditors also flagged Jim Burke profiting a percentage commission of sponsorships he generates for the CLF. Jim Burke provided a letter which is being reviewed by the accountant to determine if this is a conflict of interest.

P. Magnan requested that Board think about what projects they would like CLF to fund. B. Baxter recommended all projects moving forward align with LC's strategic plan.

## 8. Sector/Committees/Working Groups

#### a. **Coaches**

B. Baxter provided a brief update. CMD revisions have been completed, and new material is in place for coach education this year.

#### b. **LTAD**

B. Baxter advised there is no update, and committee has not met recently.



c. **CMD Working Group**

B. Baxter provided a brief update, which is the same as Coaches update.

d. **Officials**

B. Baxter provided a brief update. Officiating Committee will be meeting on January 30<sup>th</sup>, and will further discuss the officials' per diem policy change proposal to bring forward an amended proposal to the SAM.

e. **Lax Fits Committee**

B. Baxter provided a brief update. Committee has developed a school visit program/criteria. Committee continues to work on school and grassroots programs and initiatives. B. Baxter will provide more information after next Lax Fits meeting.

f. **Gender Equity Committee**

P. Magnan advised that Donna Goguen wishes to continue in her role as Chair of the GE Committee.

g. **National Championship Committee**

T. Rayner provided an update. S. Belanger provided a written report in advance of the meeting.

h. **Governance**

P. Magnan and T. Rayner provided an update. Steve Indig from Sport Law has advised that LC must continue to make updates to governance structure and will provide update to the Board and Member Council at a later date. Lacrosse Canada must be compliant with Sport Canada governance requirements by March 2025.

i. **Safety & Equipment – replacement of Chuck Miller following resignation**

S. Williams provided an update. Chuck Miller resigned effective December 31, 2023 and resume for potential replacement, Ryan Preston, was provided to Board in advance of meeting. T. Rayner provided further background information on Ryan Preston.

**MOTION:** P. Magnan, S. Aggus

“To appoint Ryan Preston as Safety & Equipment Committee Chair effective immediately”

B. Baxter requested clarification on the makeup of the Safety & Equipment Committee. P. Magnan advised that Committee has not been active for 5+ years, but will update terms of reference and ensure Committee gets back up and running with new members. T. Rayner requested that Committee be selective and small, and B. Baxter confirmed that current ToR includes five committee members.



**CARRIED.**

j. **Strategic Development Committee – next steps**

T. Rayner advised there is no further update.

**9. Canada Summer Games**

B. Baxter provided an update. The age groups were presented to the CSG Committee, and W. Dobbin created an age dispensation policy which was also presented to the Committee. The Committee approved the policy, which W. Dobbin will include in the CSG technical package.

**10. National Development Team Programs**

T. Rayner provided an update and background information. T. Rayner advised that creation of these programs would create a pathway for athletes toward the National Team, and would bring in around \$200k in revenue for LC, \$50k of which would be spent on a contract employee to run these programs.

**ACTION:** T. Rayner will provide Board with full breakdown of National Development Team Programs plan.

**11. National Championships**

a. **Increase of Fees for Nat Champs**

T. Rayner provided background information. Fees have not been increased since 2005, and increasing them to meet inflation would equate to an additional \$43k collected. Should a policy change proposal be submitted and approved at the SAM, updated fees would take effect in 2025.

b. **2024 Nat Champ Grant**

S. Williams provided an update. Motion to reduce the 2024 National Championships grant via e-vote was not carried and grants will remain the same for 2024.

c. **2024 Sixes National Championship**

S. Williams confirmed that there will be no 2024 Sixes National Championship. Wendy Cuthbert has requested to further discuss her proposal but will only speak to J. Clapham. To date, Wendy Cuthbert has not reached out to Board.

**12. National Teams**

a. **2024 Events – Locations**



M. Shearer provided an update. Men's & Women's Box Championships will be held in Utica, NY in September 2024. Women's Box tryouts were held in BC in December 2023 and Ontario in January, and there is a final tryout in Ontario in July. Men's Box tryouts will also be held in July. Women's U20 World Championships will be taking place in Hong Kong in August 2024. The team will be largely picked during a camp taking place in June. There will be a potential Sixes event in October, which is yet to be confirmed.

T. Rayner advised that all upcoming World Championships will be taking place in Asia through 2026. The original budget for flights to World Championships does not reflect current market prices, and National Team travel in 2024 will be overbudget.

### **13. Sponsorship/Marketing**

M. Di Bari provided an update. Met with Canadian Tire and WestJet regarding potential sponsorships, and will provide an update at a later date. Both organizations are interested in partnerships, pending further financial information from LC. M. Di Bari to work with T. Rayner and M. Shearer to provide additional reports.

M. Di Bari will also be meeting with Hertz and Alamo next week regarding car rental sponsorships, and will meet with Mastercard in the future pending COC application.

T. Rayner provided update on new online retail store. T. Rayner and M. Shearer plan to have confirmed contract within next week, and will share with Board.

### **14. LC Office Staffing Update**

M. Di Bari provided an update and shared interim organizational chart, effective January 15<sup>th</sup>-April 24<sup>th</sup>, created by M. Di Bari, S. Williams, and P. Magnan.

J. Clapham will be on personal leave until April 24<sup>th</sup>, 2024 and all office staff will report to M. Di Bari in addition to maintaining a task sheet. T. Rayner has been appointed Interim Executive Director, and an Interim High Performance & National Championships Coordinator will be hired on a contract basis, with support from K. Pilon.

A. White and A. Welock have both resigned from their positions effective February 7 and February 15, respectively. S. Williams thanked both for their work over the years.

S. Hubelit expressed concerns that interim organizational structure has caused two staff members to resign. S. Williams and M. Di Bari asked staff members to leave call for in-camera discussion.

LC staff were not recalled, and meeting was concluded after in-camera discussion.