



**LC Board of Directors Meeting Minutes
July 17th, 2024**

Call to Order

Meeting called to order at 7:04 pm EST by S. Williams.

Roll Call of Delegates

Board:	Shawn Williams	President
	Paul Magnan	Director Administration
	Suzanne Belanger	Director National Championships
	Matt Shearer	Director High Performance
	Marisa Di Bari	Director Marketing & Communications
	Bryan Baxter	Director Domestic Development
	Sean Aggus	Director at Large
	Abby Macdonald	Director at Large
	Sean O'Callaghan	Director at Large
Staff:	Terry Rayner	Interim Executive Director
	Sarah Utting	Administration Coordinator (recorder)
	Wendy Dobbin	Technical Director
	Ashley Bull	High Performance Coordinator
Absent:	Kevin Sandy	Indigenous Director
	Lesley Hawke	Athlete Director

Opening Acknowledgement -P. Magnan

"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

The following additions to the agenda were requested:

- P. Magnan requested an in camera session with the BOD at the end of meeting.
- S. Belanger requested an addition of Indigenous player transfer to National Championships section (12 D).
- S. Williams requested an addition of tampering issue to go in ED update (7D).
- T. Rayner requested an addition to the agenda from OLA (Jeramie Bailey) for a CLL update.

MOTION: S. Aggus, M. Di Bari.

“To approve the agenda with amendments.”

CARRIED

2. Approval of Board Minutes – May 25-26 2024

MOTION: M. Di Bari, S. Belanger

S. Aggus noted that page 6 did not appear on his package and that on page 11, 4.2.2 is listed as defeated, when members passed it. B. Baxter noted a correction on 4. a, to read “to sit on the Committee” not “to sit on the Board”.

“To approve the minutes from May 25-26 2024 with amendments.”

CARRIED

3. Shout Outs

S. Belanger gave shout out to Sarah Utting and Ashley Bull for support in running National Championships and Steve O’ Shaughnessy for support in booking officials travel proactively and strategically. M. Di Bari gave a shout out to the LC team for their work at the Team Canada Box tryouts. P. Magnan gave a shout out for Suzanne Belanger for her work with National Championships.

4. Business Arising from previous minutes

The Board reviewed the May 2024 Task List

- a. To review Finance & Audit Committee Terms of Reference and bring recommendations forward to the Board – **ONGOING**

Action: P. Magnan noted that committee is still looking for a member with CPA designation.

- b. Governance Next steps- information from Steve Indig– **ONGOING.**



T. Rayner noted that the next steps should be to bring in Steve Indig for September BOD meeting to prepare for Special Meeting of the Members in October.

Action: Bring Steve Indig in to Sept BOD meeting.

- c. Strat Plan Sub-Committee –create new strategic plan **ONGOING.**

Action: Needs to be fine tuned and finalized.

- d. 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** No new update.

M. Di Bari noted that this was on hold until information is received from all MAs. M. Di Bari gave update that LC will move ahead without survey and get partners where possible.

Action: S. Williams and S. O'Callaghan to have meeting to discuss further.

- e. To reach out to potential candidates to replace Jim Burke as CLF President, as he is retiring – **ONGOING.**

S. Williams gave update that AJ Johma is a potential candidate. P. Magnan noted Doug Deschner was a potential candidate.

Action: S. Williams to reach out to Jim Burke about two candidates.

- f. To send out Board/Sector/Committee Chair goals to MA's – **ONGOING.**

Action: P. Magnan noted that we need to decide whether to move forward with goals.

- g. Establish Safety Equipment Committee and update TOR – **ONGOING.**

S. Utting gave update that there are now members on the committee (Ryan Preston, Marc Bourret, Teddy Cordingley, Paul Lehman, Steve O'Shaughnessy).

Action: B. Baxter will instruct committee to start meeting.

- h. To continue reporting to the Board on CLL issues.– **ONGOING**

5. 2024 SAM

a. Policy Changes Update

T. Rayner gave update that he met with Steve Indig and that policies should not be voted on by members (other than rule changes), but instead the BOD. The members can then be updated on the votes. S. Aggus suggested that Members should still see policies ahead of time. T. Rayner also noted that in the future, the Meeting of the Members should also happen before the BOD. T. Rayner noted that once Members approve the Budget, financial policies cannot be changed. M.



Di Bari suggested we have Steve Indig to put the policy process in writing for Members to see. T. Rayner to acquire and distribute.

b. Rule Changes Feedback

Rule Changes were sent out to Officiating and Coaching Committee to submit feedback on the rule changes for Board to review. S. Utting to distribute feedback to the Board to review and vote on.

6. LC Office Staffing Update

a. Job Descriptions and Salaries

T. Rayner gave shout out to the office for their hard work. T. Rayner gave update that there are only three candidates thus far for the Partnership and Sponsorships position. T. Rayner proposed that if there are no candidates that fit the position, LC will explore other options.

7. Financials Update

a. GST Refund

T. Rayner noted some financial inadequacies from past years and gave update that LC will receive \$97,000 dollars back for several years of not filing for GST. It was noted that funds need to be paid back to provinces as hosts for last year's events.

8. ED Updates

a. BCLA – HOF Misconduct of Inductee

T. Rayner reminded Board of Directors that all information that is brought to Board and sent via email is confidential and not to be shared. T. Rayner advised that Rick Mang from BCLA convicted of Assault on a former player in BCLA. T. Rayner noted that Lacrosse Canada does not have jurisdiction to have someone removed from the Hall of Fame but will explore options to see if he can be removed.

b. OJLL – Jr A. Beaches Situation

S. Williams noted that he was contacted to give LC comment on this situation, which was not done as that is not the process and it was an OLA/OJLL issue. T. Rayner noted that an audit needs to take place of all MAs appeal processes so that individuals know their rights and what protocols are.

c. Electronic Player Transfer Proposal

T. Rayner noted that the office is looking into other options. It was noted that LC should look to move away from paper transactions and to electronic. It was noted that this could be a feature put on RAMP and there would be no additional cost to the provinces. S. Williams asked if we



could investigate a more up to date system.S. Utting gave update that a preliminary phone call was had with Quickbase. S. O Callaghan asked why the transfer deadline was extended this year when it hasn't been allowed in the past. T. Rayner noted that a decision was made between Shawn Williams, Randy Trobak and Paul Magnan to allow the players to be transferred after the deadline.

d. Horne Tampering

S. Williams gave update that this will be dealt with after the season. S. Aggus asked for clarification on the penalty for tampering. S. Williams to send out the penalty. M. Di Bari noted that rules on tampering is in Section 18.4.11. P. Magnan noted that a committee will have to be formed to deal with this.

e. CLL Update

T. Rayner gave update that Jeramie Bailey would like more support on the CLL issue. T. Rayner noted that non sanctioned conversations need to come from MAs first, but LC can support their responses. T. Rayner asked if the Board would like the office to put out a response. M. Shearer noted that being silent isn't advised. S. Williams advised Terry to re issue CLL statement.

9. Sector/Committees/Working Groups

a. Coaches

B. Baxter gave update that committee will be seeking feedback from Learning Facilitators on the new CMD. Coaching committee is planning to meet in September.

b. LTAD

No new update.

c. CMD Working Group

No new update.

d. Officials

B. Baxter noted S. O Shaughnessy and S. Utting met to discuss action items. For Canada Games, it was noted that there should be a selection committee for officials that does not involve Steve O Shaughnessy, knowing that Steve will be applying. M. Di Bari advised that there should not be any paid staff from MAs on any selection committees.

e. Gender Equity Committee

A. MacDonald gave update. It was noted that the GE Committee is looking to get more sub-groups going. It was noted that there was a working group on initiatives to retain Female



Athletes. A. MacDonald noted that there will be new ideas brought to the Board from the module on recruiting and retention. B. Baxter noted that gender related data is lacking.

S. Belanger noted that Junior Women's Nationals are being treated like Minor Nationals (Ex. No tickets etc). S. Belanger suggested that maybe the Junior Women's could be together with the Founders. T. Rayner noted that maybe the tournament needs to be a stand alone. S. Belanger will take this project on and get feedback from MAs.

f. National Championship Committee

S. Belanger noted that goals for LC were presented to committee, focusing on shifting from being reactive to proactive, giving each policy a fair chance and amending if they do not work. S. Belanger noted that these issues and potential improvements need to be addressed and are being tracked. Some proposed changes include: revising timelines, implementing host selections 2 years out, creating templates for event schedules. S. Belanger noted that the committee is creating small working groups to advance some of the goals. It was also confirmed that Chris Gallop will be staying on as Chair. P. Magnan gave shout out that meetings for OICs and Convenors have been great.

i. Email Update from Suzanne Belanger

The National Championships Committee met in May and July. LC presented our goals for National Championships and explained line of sight to current efforts to streamline processes, including shifting from reactive to proactive planning, and following policy. The Issues & Resolution tracker that shows how we are addressing concerns was well received. The NCC will provide input on the policy changes planned for the AM and that will be worked on during the summer and fall: LC is proposing 1) reviewing timelines to remove inconsistencies, 2) reviewing fines for consistency between sectors and with updates entry fees, and 3) implementing host selections two years out, and 4) developing template event schedules to operationalize the new policy on 2-week TAT for event schedules. Working groups are being formed for the above where there is availability from NCC members. The working group on financial reporting is planned to start in July in time for this season. Chris Gallop is planning to stay on as Char; Suzanne filling in when he's unavailable.

The LC National Championships volunteers and staff have been focusing on early engagement with Convenors, OICs and Hosts. The Convenor and Hosting Guides were updated and distributed. We held a training webinar and follow-up planning meetings with Convenors and OICs. Host planning meetings also planned (whether group or individual tbc). SteveO is working closely with Sarah and Ashley to rationalize the number of officials and to get them appointed early for flights. There have been no request for OA approval of minor box players (other than the female players that the Board approved last year for 2023 & 2024) so planning to park defining an O/A process until after Nationals (will send back to Minor Box Sector). Many conversations are happening to align and streamline parts of the process that have not been consistent in the past: this will feed into the 2025 update of the Guides as well as definition of R&Rs for LC Staff vs NC Director. For the September meeting, I will be asking the Board to approve the overall Calendar of NCs.



g. Nominations Committee

No new update. S. Belanger asked if committee could begin search for Men's Field Sector chair.

h. Governance

Steve Indig will present in September.

i. Strategic Development Committee

M. Shearer noted no new updates.

j. High Performance

M. Shearer noted that camps and tryouts are underway for the events coming up for Team Canada.

10. Sponsorship/Marketing Update

M. Di Bari noted that the team has been working with new partners, NLSE and on RFPs for a new National Teams sponsor. T. Rayner, M. Di Bari and M. Shearer have been revisiting agreements and contracts. A medical partner came forward but was turned down. M. Di Bari noted that LC is looking for a sponsor for all teams/events. Sponsors will submit proposals and will be graded based on criteria. There will be 10 days to ask questions based on RFP and then 45 days to put together proposal to review.

11. Canada Summer Games

W. Dobbin gave update that prep is going well. There was a committee vote on snake vs power pool and power pool was determined. It was noted that adding another team adds more games. Schedule has been posted on Canada Games website.

W. Dobbin noted that the LC requirement of Indigenous coaches has been difficult for some provinces to find a candidate who fits the criteria. Canada Games has asked what proof is asked and what happens if they cannot find a coach. MAs P. Magnan suggested that MAs that cannot find an Indigenous coach could find an elder. A. Macdonald noted that in the past for PEI, outsourcing a coach from another MA was not successful.

W. Dobbin gave an update on Own the Podium meetings. LC's representative (Shawn) is helping LC work through selection criteria, a podium pathway, gold medal profiles and camp-based programming. T. Rayner noted that Wendy's role will change drastically and she will need to focus primarily on Olympics and her portfolio will need to be



12. National Development Program

T. Rayner gave update that the program will be postponed from the September 2024 start date. Instead, coaches will be vetted in September, teams selected in December and then games at March Break and eventually September 2025. This will avoid MA's regular seasons, with a goal to get information out early.

13. National Championships

a. Approval of Host request for 2025 U15 Men's Field Invitational

S. Belanger noted that part of the proposal was for LNS to host an invitational. The board needs to decide whether they are accepting LTAD as the LTAD recommended regional events for U13 and U15.

T. Rayner suggested having National Championships, as festival style tournaments where individual clubs from each MA or even the USA could come in, as a revenue generation piece. T. Rayner suggested running tournaments similar to tournaments in the US. B. Baxter noted that this gives more opportunities for more players.

P. Magnan suggested this be taken offline with Terry and Paul.

b. Approval of 2025 Men's Field U17 and U19 National Championships Host

S. Belanger noted that LNS has sent a letter to host in 2025.

MOTION S. Belanger, P. Magnan

“To award LNS the bid to host Men’s Field U17 and U19 National Championships in Halifax in 2025.”

T. Rayner noted that it will be difficult for West Coast teams to go to LNS twice in 2025 and then once in 2026, especially since families sometimes use events as vacations. S. Belanger noted that Jenny Kyle Cup has no host in 2025.

P. Magnan noted that this needs to be discussed with MAs. T. Rayner noted that turns could be traded. S. Belanger will have conversation with Donna about situation.

TABLED

c. Invitational/Festival in the context of LTAD

See conversation in “13 a”. S. Aggus noted concern over communication with officials selection. S. Belanger noted that the office needs clarification on who to send communication to. S. Aggus suggested that Sean O and Abby take this back to Member Council to ask.



d. Indigenous Player Transfer

S. Belanger gave update that a player from SLA was transferred to OLA for the Junior season. This player was asked to play for Team First Nations. S. Belanger noted that the Iroquois Confederacy is very restrictive and does not encompass all FNLA players, so this needs to be reworded. S. Belanger noted that she will speak with Kevin Sandy and Chris Gallop on this. T. Rayner noted that there is an Indigenous Committee, but they do not meet. S. Williams noted that this needs to be addressed offline.

14. National Teams

M. Shearer gave update of camps and travelling. Women's Box 23 player roster will be announced on July 18.

Meeting was concluded at 9:08 PM EST

15. In Camera