



LC Board of Directors Meeting Minutes July 19th 2023

Call to Order

Meeting called to order at 7:01 pm EST.

Roll Call of Delegates

Board:	Shawn Williams	President
	Paul Magnan	Director Administration
	Marisa Di Bari	Director Marketing & Communications
	Ahmed Jomha	Director National Championships
	Jason Donville	Director High Performance & International Relations
	Bryan Baxter	Director Domestic Development
	Katie Ranger	Athlete Director
	Gerry Van Beek	Director At Large
	Sheena Hubelit	Director At Large
	Sean O'Callaghan	Director At Large

Staff:	Jane Clapham	Executive Director
	Alana White	Finance & Administration Coordinator (recorder)
	Terry Rayner	High Performance & National Championships Coordinator

Absent:	Paul Lehmann	Director At Large
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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

MOTION: P. Magnan, S. Hubelit

"To approve the agenda."

CARRIED

2. Approval of Board Minutes – May 12/13, 2023

MOTION: P. Magnan, J. Donville

"To approve the minutes from May 12th & 13th, 2023."

CARRIED



3. Business Arising from Previous Minutes

- 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** (No new update)
- c) To create a For Profit Organization review committee to examine how these organizations impact LC. Create a Terms of Reference and provide update at the SAM in May 2022 – **ONGOING** (Update in September)
- d) 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** (Update in September)
- e) To follow up with Myan Adams (FCQ CSG coach) to determine issues around taking ACM and connect with Kevin Sandy to investigate further – **ONGOING. Will transition to Interim Indigenous Director.**
- f) To create and send a letter to Chuck Miller informing him that the process he followed to grant a goalie equipment exemption in CSG was inappropriate. – **COMPLETE. Ready to be sent.**
- g) P. Lehmann to contact a lawyer to determine approximate costs to serve Chris Fox (CLL) a cease-and-desist letter. – **ONGOING** (Update in September)
- h) To find ways to reduce deficit for 2023-2024 and draft a proposed balanced 2024-2025 budget for the AGM in November – **ONGOING** (Update in September)
- i) To create a survey with self-declaration of Indigenous status, postal code (region), age, gender, new players to Canada. Send to MA's – **ONGOING**
- j) To reach out to MA's to confirm Canada Games Representative for CSG Committee – **COMPLETE**
- k) To reach out to potential candidates to replace Jim Burke as CLF President, as he is retiring – **ONGOING. To be discussed under CLF Agenda item.**
- l) To look into location options (Toronto, Ottawa) & options to condense meetings for AGM in November to reduce deficit – **COMPLETE. Cost analysis provided and will discuss under AGM Agenda item.**
- m) Mental Health Program update – LC has submitted an application under the Sport Canada Safe Sport Funding program to implement a Mental Health Program. We are currently waiting to hear if we will receive funding.



4. Member Council Update

G. Van Beek provided update. MC discussed getting self-declaration survey information info to Marisa, no hesitations. Last meeting was quick. P. Magnan asked G. Van Beek about nominations for Nominations Committee Chair; G. Van Beek will put forward to MC.

5. OLA & National Team Challenges

S. O'Callaghan asked that there be no discussion on this item, as there is an appeal in progress, and believes there should be an OLA Representative present as he is representing LC. S. Williams will call S. O'Callaghan to discuss further.

6. Board of Directors

a) Board/Sector Chair/Committee Chair Goals

P. Magnan sent document containing goals to Board and will send out to MA's after Board meeting. B. Baxter suggested collecting data, metrics, and critical numbers for these goals. Not all Board/Chairs have submitted goals yet.

ACTION: Paul M to send out Goals to MA's.

b) Decision making by Board members vs. having to go to the sectors

P. Magnan explained that there are grey areas regarding who to approach regarding certain issues; in particular, rule changes and exceptions.

A. Jomha requested clarification, as it has historically been that if everyone agrees on an exception, then the rule change immediately goes through. J. Clapham clarified that rule changes should not be taking place immediately.

There was a discussion about the process to follow for exceptions to policies. Majority of the Board agreed that we must follow policy as outlined in the LC Operations Manual, but some exceptions can be discussed and made as needed.

J. Clapham referenced Appendix 25-22 BOD Roles & Responsibilities and Section 3.8.2 – for further clarification. The Board has the ability to veto a sector decision under the following conditions: safety; image of the game and financial costs.

c) Interim Indigenous Director position

S. Williams advised the Board that Findley Wilson has resigned from the Indigenous Director position effective immediately. P. Magnan advised the Board that FNLA has brought Kevin Sandy's name forward for the Interim position.



MOTION: P. Magnan, J. Donville

“To appoint Kevin Sandy as Interim Indigenous Director.”

CARRIED

7. Governance Bylaw Amendments

MOTION: P. Magnan, A. Jomha

“To accept proposed governance bylaw amendments as presented.”

CARRIED

ACTION: Jane to setup Special Meeting of Members for mid-September

8. Financials Update

J. Clapham provided update. LC Office Staff are working on ways to reduce budget deficit as per direction given at the 2023 SAM and will provide an update at the next Board Meeting in September. LC transferred NT/liability insurance from Gallagher/BFL to solely Gallagher, which will save between \$3-5k this year. A. White and A. Welock are currently working with Frouin Group on the 2022-2023 audit.

9. Committees / Working Groups

a) *Coaches*

B. Baxter provided written update to Board.

Another committee that has not met since the SAM. Roxanne Curtis, Duane Bratt, Wendy Dobbin and myself continue to work on the revisions for the coaching clinic material and hope to have this complete and vetted by the AGM.

b) *LTAD*

B. Baxter provided written update to Board.

The committee is currently addressing the formation of the changes necessary to bring the new contact rules to fruition from the vote at the SAM.

We have compiled some recommendations and will be continuing the consultative process by inviting important stakeholders to offer their opinions on our findings.

The next step will be to finalize the recommendations with the hope of voting at the AGM in November.

c) *Officials*

B. Baxter provided written update to Board.

This committee has not met since the SAM so again no new updates. It will be necessary to work with the NOCP on the training for officials if the LTAD recommendations are accepted by the Box Sector in November. It will also be necessary to appoint members to a new NOCP for the Sixes. Steve O'Shaughnessy, Wendy Cuthbert and Randy Clough will be responsible for these appointments.

I will also be asking for feedback from our officials that attended the recent World Lacrosse Championships in San Diego.



d) *Lax Fits Committee*

B. Baxter provided written update to Board.

The FITS lacrosse committee has not met since the SAM so there is no new update. The introductory school visit program is all but finalized with a few tweaks still to come. Next steps for the committee will be to formulate a program that schools can use to perpetuate the game within the school curriculum and to come up with a grassroots program that all MA's will be able to use.

e) *Gender Equity*

D. Goguen submitted written report, which was sent to Board.

Your Lacrosse Canada Gender Equity Committee planned to meet in late June but it was postponed because too many of our members were busy with the in-season of our sport. A new date will be determined shortly.

I applied to Canadian Women & Sport as they are looking for NSO's to participate in their Playbook Program. There are several cohorts being offered and we are waiting to hear if LC could be one of them.

Jane made me aware of the Community Sport for All Initiative Funding 2023-24. I have read through the eligibility requirements and programs that could be funded through that federal government grant. It is a comprehensive funding program to bring under-represented groups into sport. It would be a nationally driven program in partnership with the MA's, if the MA's were willing to be part of a strategic program to grow our sport from the diversity and inclusion perspective.

As Chair, and not having had a chance to discuss this with the committee as yet, I feel we have reached a point in our development that we may need to consider a restructure of this committee in order to ensure that its effectiveness moving forward.

f) *National Championship Committee*

A.Jomha provided update. Chris Gallop has agreed to share responsibilities of Committee with AJ, as AJ is not in a position to give it all the time it deserves. Chris is currently working to develop programs for future.

g) *LC Office staffing update*

P. Magnan and J. Clapham provided update. Ashley Welock will be returning in August on a part-time basis (two to three days per week), and will assist with completing high-level financials including Sport Canada funding requirements. Alana White has accepted a permanent position with Lacrosse Canada and will focus on administrative duties within the organization and day-to-day financials. The addition of a position does not exceed the salary budget.



h) Sixes

B. Baxter provided update. Goal is to have coaching package ready for 2024; Steve O'Shaughnessy is working with Wendy Dobbin to put OICs in place for Men's & Women's Sixes.

10. Sponsorship Marketing

a) Promotion of the game

B. Baxter discussed the need to find ways to promote our game and change its image. Believes we need to promote it professionally and using more than just social media. J. Donville believes MA's should be focusing on promoting grass roots development, and LC needs to focus on national programs. M. Di Bari said the improvement in our social media presence by K. Pilon has been noticed, and ideas should continue to be shared with him.

b) Update

M. Di Bari and K. Pilon are reviewing and working on sponsorships. Terry Rowland is making connection between LC and BioSteel, and some MA's have sent M. Di Bari ideas of companies they would like her to reach out to for sponsorship opportunities. Marisa will provide an update at the next Board Meeting.

M. Di Bari will be working with Wendy Cuthbert and Randy Clough to bring proposal forward to the CLF to request funding for Sixes promotion.

11. CLF

a) *Future of CLF*

P. Magnan provided an update. Jim Burke will be retiring as of November 2023.

P. Magnan advised that the CLF was hesitant to provide funds to LC to help balance the budget and had LC's members not agreed to increase fees the CLF would potentially reconsider providing those funds.. Major concern is that they were not going to provide LC with funds that belong to LC. Although he agrees we should not be using money to run deficit, the funds with the CLF do belong to LC. P. Magnan believes it is time for us to bring our funds back and have Doug Deschner manage along with current LC funds.

J. Donville agrees that with Jim Burke retiring, we need to make a change. CLF does not represent women, Indigenous members, new Canadians, etc. No diverse representation. Key is to have CLF Board that we trust and keep funds at arms length. Would like to "fire" all Board at the end of their terms and elect balanced (gender, etc.) Board.

S. Williams will have conversation with Jim Burke about reconstituting the way the Foundation is looked after. P. Magnan stressed CLF Board needs to be in sync with LC Board in terms of projects, as they don't currently align.



J. Clapham advised that if the funds return to LC, it may impact Sport Canada funding. She will need to reach out to them to confirm. Doug Deschner may not be able to manage funds if still under the Foundation, as it is conflict of interest. J. Clapham will look into these matters and provide an update at a later time.

S. Williams suggested that Vince Hunt is independent and could become CLF President. S. O'Callaghan agrees but would need to smooth waters due to TLL incident two years ago.

ACTION: J. Donville, P. Magnan, K. Ranger, and J. Clapham will put plan together for September 2023 Board meeting based on the discussion, and S. Williams will present it to Jim Burke

b) *LC-CLF-HOF Meeting*

P. Magnan gave update. Jim Burke wants in-person meeting to discuss growing the game. LC does not have the money and this meeting can be attained on a Zoom call. J. Donville suggested this be added to AGM or SAGM.

ACTION: P. Magnan will advise Jim Burke LC would like to attend the meeting by Zoom.

12. Canada Summer Games

J. Clapham provided update on behalf of W. Dobbin. Committee met on June 28th – approved U17 age group for 2025 CSG. Next deliverable is drafting Technical package by next meeting. W. Dobbin will be doing a site visit in Newfoundland at the end of August.

13. National Championships

a) Appointment of Chris Gallop

MOTION: A. Jomha, B. Baxter

“To appoint Chris Gallop as Co-Chair of National Championships Committee.”

CARRIED

b) Replacement trophies

A. Jomha discussed trophies being allowed to be taken by winners, kept for significant part of the year and returned in much worse condition. Suggested providing replica trophies. T. Rayner discussed significant cost of repairs, shipping, and insurance, as well as time and effort on the office staff to manage the movement of the trophies each season.

Board and LC Staff discussed various issues surrounding the trophies, including damage, accountability of the teams, enforcing deadlines/fines, etc.

ACTION: T. Rayner will do cost comparison to see if we can save money with replicas.



14. National Teams

- a) 2024 World Box Championship – Scheduling & team make-up

G. Van Beek provided an update on conflicting scheduling. J. Donville will reach out to World Lacrosse to advise that there is an overlap in their schedule and our National Championship schedule to see if any adjustments could be made. T. Rayner advised World Lacrosse could only secure facilities during that time.

G. Van Beek suggested team make-up for 2024 World Box Lacrosse Championship would include players playing in LC leagues. J. Donville and K. Ranger will approach NLTPA for feedback.

- b) Team Canada participant conversation

P. Magnan provided an explanation regarding a member being unable to participate in LC events due to a conflict of interest or being in bad standing.

Sean Aggus (President, Alberta Lacrosse Association) joined meeting. S. Aggus advised the issue is with Jeff Snider who is running a competing league to ALA and took 700-800 players out of ALA with the same season schedule. He does not have a conflict of interest but is competing with their MA's operations.

J. Donville suggested we need to evaluate what we're doing is not unreasonable and is done procedurally correct/legal. This is the first "test case". Need to ensure we're not weaponizing "not in good standing".

P. Magnan will reach Steve Indig at Sport Law for input.

15. AGM – Schedule & Location Cost Analysis

J. Clapham and A. White provided overview of cost analysis document. Board discussed hosting this year's meeting virtually vs. in-person.

MOTION: B. Baxter, A. Jomha

"To host the AGM virtually in 2023."

DEFEATED

Board discussed raising MA Delegate Fee from \$175 to \$350 to cover rising costs. S. Williams and J. Clapham confirmed that as the Delegate Fee is administrative, the Board can move forward with increasing it, and a Special Meeting of the Members would not be required. Majority of Board was supportive of fee increase.

Board provided directive to LC Office Staff to cut the cost of last year's AGM in half by only hosting Board Meeting, Executive Director Meeting, and Member Council meeting in-person to decrease number of delegates needing to attend.



Only attendees would be Board of Directors, LC Office Staff, MA Presidents & MA ED's.

Board agreed to move forward with hosting the AGM in Toronto based on cost analysis.

ACTION: Jane, Shawn, and Paul M to discuss meetings that can be held virtually.

16. Next Meetings:

- a) September 20, 2023 – Zoom
- b) November 2023 – Toronto, ON

MOTION: S. O'Callaghan, K. Ranger
"To adjourn the meeting."

CARRIED

Meeting adjourned at 10:35pm July 19, 2023