



LC Board of Directors Meeting Minutes November 17th & 18th 2023

Call to Order

Meeting called to order at 9:09 am EST.

Roll Call of Delegates

Board:	Shawn Williams	President
	Paul Magnan	Director Administration
	Marisa Di Bari	Director Marketing & Communications
	Ahmed Jomha	Director National Championships
	Lesley Hawke	Athlete Director
	Bryan Baxter	Director Domestic Development
	Kevin Sandy	Interim Indigenous Director
	Gerry Van Beek	Director At Large
	Sean O'Callaghan	Director At Large
	Paul Lehmann	Director At Large
	Sheena Hubelit	Director At Large
Staff:	Jane Clapham	Executive Director
	Alana White	Finance & Administration Coordinator (recorder)
	Ashley Welock	Finance Manager
	Terry Rayner	National Championships & High Performance Coordinator
	Wendy Dobbin	Technical Coordinator
	Kealan Pilon	Communications & Marketing Coordinator

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: M. Di Bari, P. Lehmann

"To approve the agenda."

CARRIED



2. Approval of Board Minutes – September 20th, 2023

MOTION: P. Magnan, G. Van Beek

“To approve the minutes from September 20th, 2023.”

CARRIED

3. Shoutouts

B. Baxter gave a shout out to Steve O’Shaughnessy for work on Retention & Recruitment document.

M. Di Bari gave a shout out to K. Pilon for his work on LC’s social media and assistance with National Championships, T. Rayner on his help navigating through sponsorship process, and all other office staff. M. Di Bari also shouted out A. Jomha for the work he has done in his position.

G. Van Beek and S. Williams gave a shout out to SLA for hosting Minor Nationals.

P. Magnan gave a shout out to LC Convenors at National Championships, and LC office staff.

J. Clapham gave a shout out to the LC office staff for their continuous effort and hard work

4. 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** Committee has not met since last fall.
- 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**
- d) To find ways to reduce deficit for 2023-2024 and draft a proposed balanced 2024-2025 budget for the AGM in November – **ONGOING**. Will provide update under Financials agenda item.
- 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**. M. Di Bari will not be pursuing further until all MA’s agree to provide requested information.
- f) To reach out to potential candidates to replace Jim Burke as CLF President, as he is retiring – **ONGOING**.
- g) To send out Board/Sector/Committee Chairs goals to MA’s – **ONGOING**.



- h) To reach out to Ontario lawyer (an acquaintance) to find out what his understanding was with sponsoring 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 - **ONGOING.** To be discussed under CLL/Chris Fox agenda item.
- j) To create a working group consisting of Bryan Baxter, Kevin Sandy, and one LC staff member to further review the Sixes sector grant - **ONGOING.**
- k) Inform Wendy Cuthbert the plan for reviewing this grant - **ONGOING.** To be discussed under Sixes Grant agenda item.
- l) To send 24.4.3.1.1 policy change proposal back to the Men's Field Sector to review and revise verbiage. **COMPLETE.**

5. Acceptance of BOD/Staff Reports

MOTION: S. Hubelit, P. Magnan

"To approve the BOD and staff reports."

CARRIED

6. Interim High Performance Director Position

- a) Matt Shearer – Recommendation from National Team Players Association.

T. Rayner provided background information on Matt Shearer, further to his resume and bio.

S. O'Callaghan suggested that this appointment wait until a new Board is in place.

MOTION: P. Lehmann, M. Di Bari

"To appoint Matt Shearer as Interim Director of High Performance & International Relations"

CARRIED

7. Chris Fox – CLL

P. Lehmann and A. Jomha provided an update. Board discussed next steps and the need to protect both LC and provincial MA's from the CLL "passing off" as a Provincial/National team.

MOTION: S. O'Callaghan, M. Di Bari



“For Paul Lehmann, in conjunction with AJ Jomha, to continue reporting to the Board on the matter”.

CARRIED.

MOTION: M. Di Bari, P. Magnan

“Provide funding up to \$10,000 to pursue litigation on the Fox matter per recommendations brought forward”.

CARRIED.

8. Strategic Plan

a) *2019-2024 Summary*

J. Clapham provided background information. Board discussed changing the Strat Plan Sub-Committee structure to include others in the lacrosse community, not just the LC Board, as well as make the sub-committee more diverse.

b) *Going forward*

J. Clapham and P. Magnan provided an update on adoption of a quadrennial strategic plan moving forward to align with the Olympic cycle.

ACTION: J. Clapham to reach out to third party companies to move forward with creating a quadrennial strategic plan, in conjunction with a review of both Office Staff and Board of Directors job descriptions.

9. Financials Update

a) *22-23 Audited Statements*

A.Welock provided background information. Audit was much more comprehensive this year, as financial activity volume has increased significantly post-pandemic.

MOTION: B. Baxter, L. Hawke

“To accept Frouin Group as the auditors for the 2023/2024 fiscal year.”

CARRIED.

b) *Investments*



P. Magnan provided a PowerPoint presentation by email prior to the meeting containing current and projected investment funds. Board discussed use of endowment funds towards deficit budget and needs to be considered further.

P. Magnan reminded Board that CLF fund is still managed by CLF Board and not LC. Use of funds in CLF continues to be red flagged by auditors, as CLF Board members are being contracted for paid projects.

Current CLF fund is approx. \$2.8 million, LC fund is approx. \$1.15 million.

c) *23-24 Financial Updates*

J. Clapham and A. Welock provided overview of current finances to date.

i. *Bridget financial request*

P. Magnan provided background. SLA submitted an expense to LC for \$622 for printing, when the Hosting Guide advises a Host must have a photocopier on site. P. Magnan advised Bridget that LC would pay for half, but Bridget requested it be sent to Board for discussion.

Board does not wish to move forward with paying SLA the other half of the printing bill.

d) *24-25 Draft Budget*

J. Clapham gave background information on how the 24-25 budget was drafted, as LC moves toward a balanced budget. J. Clapham and A. Welock provided two budget options – 24-25 draft budget and draft budget notes can be found in the package.

After discussion, there is no action or recommendation from the Board at this time.

10. Policy Change Proposals

i. *Bylaw 2.2 – Athlete Definition*

MOTION: S. O’Callaghan, G. Van Beek

“To approve Bylaw 2 proposal as written.”

Definition of “athlete” to be changed to – a person of the age of majority, who is currently on a Member Association provincial team, or on a LC national team competing at the international level, or a person who was retired and is a member of a Member Association provincial team, LC national team, not more than eight years previously, in the sport of Lacrosse.

S. O’Callaghan voted in favour.

DEFEATED.



ii. Bylaw 30 – Meeting of Members

MOTION: P. Magnan, M. Di Bari

“To approve Bylaw 30 proposal as written.”

Each Member Association, as per Bylaw 10, will hold 1 vote

TABLED.

iii. Bylaw 10 - Membership

MOTION: P. Magnan, M. Di Bari

“To approve Bylaw 10 proposal as written.”

Provided that all Members will be non-profit entities. Each Member will designate a representative ~~or representatives~~ to exercise the Member's votes at a meeting of Members.

Processes were clarified related to the Chair's ability to approve any speakers in a meeting.

CARRIED, S. O'Callaghan voted against.

iv. Bylaw 35 – Board Elections

The Director High Performance and International Relations will be nominated by a Member Association, the National Lacrosse Team Players Association (NLTP) or an athlete (defined in Section 2 (c)). The Athlete Director will be nominated from the pool of athletes as described in Section 2 (c) Athlete, and elected by the Members.

MOTION: S. O'Callaghan. No seconder; did not come to the floor.

v. Policy 3.4 – Equity and Access

MOTION: P. Magnan, S. Hubelit

“To approve policy proposal 3.4 as written.” Appendix I

Define terms in the Equity and Access policy, and ensure that Lacrosse Canada promotes Diversity, Equity, and Inclusion in order to meet Sport Canada requirements.

CARRIED.

vi. Policy 3.11 – Lacrosse Canada Events



MOTION: S. O'Callaghan, P. Lehmann

"To approve proposal 3.11 as written."

All Lacrosse Canada events operated within a Member Association require the permission of the MA for the event to be held.

DEFEATED, S. O'Callaghan voted in favour.

vii. Policy 4.2.2 – Annual Registered Participant Fee

MOTION: S. O'Callaghan, P. Lehmann

"To approve proposal 4.2.2 as written."

4.2.2 Annual Registered Participant Fee

4.2.2.1 Registered Participant: A "Registered Participant" means any person, including but not limited to: a player, coach, official, and volunteer such as a manager, trainer, club/team executive member or league or MA administrator or any other person directly associated with the activity who participates in organized lacrosse activities under the control of the Member Association or LC. These activities include but are not limited to athlete development programs, recreational and competitive leagues, club teams, national teams, coaching programs, officiating programs, and events. This includes all those persons who the Members report to their Provincial or Territorial Governments in applications to receive funding.

4.2.2.2 Registered Participant Fees: Each "Registered Participant" shall pay a participant fee once annually to LC to access and support services, privileges, and programming developed and to be developed by LC for the sport of lacrosse in Canada.

4.2.2.3 The Mas shall file with LC Head Office by October 1st of each year, the registered participants within their jurisdictions in each of the Sectors. This report shall provide the number of registered participants in all categories.

DEFEATED.

viii. Policy 5.1.1 – Member Registration

MOTION: P. Magnan, M. Di Bari

"To approve proposal 5.1.1 as written."

5.1.1 All players, coached, managers, trainers, other team personnel, and officials are required to be registered with the MA which has jurisdiction for their area of residence. Participants may be registered with only one (1) MA per Sector at any time, in accordance with Sector policy. An participant athlete may transfer between MA's during the year, subject to the regulations on registration deadlines in the Sector and the regulations on inter-member transfers.



5.1.2 Coaches, managers, trainers, other team personnel and officials can be registered with an MA outside of their area of residence as long as they are a member in good standing, with the MA in their area of residence, prior to registering with another MA.

CARRIED.

ix. Policy 8.1.2 – Delegate Fee

MOTION: P. Magnan, P. Lehmann

“To approve proposal 8.1.2 as written.”

A fee of \$350 will be charged to each MA for each of their delegates who attend the Meeting of the Members. This fee will not be charged for Board of Directors, Sector Chairs, and LC Committee Chairs.

CARRIED.

x. Policy 9.2.3 – Independence of Nominated Candidates

MOTION: P. Magnan, P. Lehmann

“To approve policy 9.2.3 as written”

All interested candidates must provide a resume of skills, qualifications and experience to the Director position they are seeking nomination for. The Candidate will also include a statement describing how they are independent or how they will become independent within thirty (30) days following their election.

CARRIED.

xi. Policy 9.2.10 – Candidates for Board Vacancies

MOTION: P. Magnan, L. Hawke

“To approve proposal 9.2.10 as written.”

9.2.10 Candidates for vacancies must be:

9.2.10.1 a member in good standing of an MA; or

9.2.10.2 a current member of the Board of Directors; or

9.2.10.3 an individual participant in good standing of the Association or

9.2.10.4 an individual who is not a member of LC of an MA but is endorsed by the MA in which the individual resides

CARRIED.



xii. Policy 10.1.2 – Education Program

MOTION: G. Van Beek, S. Hubelit

“To approve proposal 10.1.2 as written”

Two policy change proposals came forward for 10.1.2 with different interpretations. J. Clapham advised Wendy Cuthbert prior to meeting that it should be brought to Sector Chairs and not Annual Meeting. Wendy Cuthbert advised she did not give permission for the policy change proposal to be removed from the Annual Meeting.

ACTION: To come up with a policy change proposal prior to the 2024 SAGM for CCES anti-doping.

DEFEATED, S. O’Callaghan voted in favour.

xiii. Policy 10.1.2.1 – Education Program

MOTION: M. Di Bari, L. Hawke

“To approve proposal 10.1.2.1 as written.”

10.1.2 Education Program

10.1.2.1 To ensure Canadian lacrosse athletes receive proper education on anti-doping and are equipped with knowledge about the CCES regulations and testing procedures, **Lacrosse Canada** requires that all athletes and team personnel members (e.g. coaches, trainers, managers, etc.) on the roster for a **Lacrosse Canada** National Championship at the following levels completes the CCES True Sport Clean 101 (Untracked) online education course and submit the electronic ~~de~~**LCration** declaration form. The course need only be ~~done~~ completed once. Those who previously completed a CCES or **Lacrosse Canada** online education course and who appear on **Lacrosse Canada**'s confirmation list have complied with this policy.

- BOX - Senior A, Senior B, Junior A, Junior B, Junior Women
- FIELD - Senior Men, Junior Men (~~U17~~/U19), Senior Women, Junior Women (~~U17~~/U19)
- SIXES – Senior Men, Junior Men (~~U17~~/U19), Senior Women, Junior Women (~~U17~~/U19)

DEFEATED, S. O’Callaghan voted in favour.

xiv. Policy 13.2.3.1 – Sector/Committee Expenditures

MOTION: P. Magnan, M. Di Bari



"To approve proposal 13.2.3.1 as written."

13.2.3.1 Each Sector or Committee Chairperson, **in consultation with the appropriate staff person** is responsible for operating their respective projects or programs within the framework of the budget. For added clarity, **each Sector/Committee Chairperson & staff** are responsible for monitoring the expenditures in their respective projects or programs to ensure that they do not exceed the budget, and to ensure funds are spent only in the manner in which they have been designated.

13.2.4 Should an expenditure be required that has not been previously approved in the budget, the **LC Executive Director** must approve the expenditure prior to it being made.

13.2.5 An unbudgeted expenditure of more than \$5,000 must be approved by the Director Administration in advance of the expenditure being incurred.

CARRIED.

xv. Policy 13.3.5 – Authorization of Expenditures

MOTION: P. Magnan, L. Hawke

"To approve proposal 13.3.5 as written."

LC Executive Director shall authorize all expenditures included in the budget. They and the Director of Administration will approve any payments of said expenses.

CARRIED.

xvi. Policy 13.4.1 – Expense Claims

MOTION: P. Magnan, S. Hubelit

"To approve proposal 13.4.1 as written."

13.4.1 For Directors on the BOD, Sector/Committee Chairs and staff, claims are allowed for postage, telephone, and other reasonable pre-approved administrative expenses.

13.4.2 All claims in this category require receipts.

CARRIED.

xvii. Policy 13.5.1 – Corporate Credit Cards

MOTION: P. Magnan, S. Hubelit

"To approve proposal 13.5.1 as written."



- 13.5.1 **LC staff will be holders of the corporate credit card on an as-needed basis. Each card holder will be approved by the Director of Administration.**
- 13.5.2 The credit cards shall remain in possession **of the card holder** and may be used for all budgeted travel expenses. They may also be utilized for other expenses as approved by LC Executive Director or the Director Administration.

CARRIED.

xviii. Policy 13.7.1 – Expense Claims

MOTION: P. Magnan, P. Lehmann

“To approve proposal 13.7.1 as written.”

13.7.1 All expense claims must be received by LC Head Office within 30 days of the event or receipt of the invoice to receive remuneration. Exceptions may be made by the Director Administration or the President in exceptional circumstances where there is a reasonable explanation of the delay. If rejected by the Director Administration or the President, the Board of Directors may approve.

13.7.2 The Expense Claim form must be properly completed, indicating the event to which Claim applies. **Receipts must be attached.** Expenses which are not substantiated by receipts will not be reimbursed, unless approved otherwise by the Director Administration and the President in exceptional circumstances where there are reasonable circumstances for the lack of receipts.

~~13.7.3 The Expense claim form must be signed by the applicant.~~

13.7.4 All volunteers' claims will be subject to the approval of LC Executive Director and Director Administration prior to payment and are limited to eligible meetings, clinics, conferences and approved activities.

13.7.5 After final approval by the Director Administration and LC Executive Director, a **payment** will be issued.

CARRIED.

xix. Policy 13.9.3 – Travel Equalization

MOTION: P. Magnan, L. Hawke

“To approve proposal 13.9.3 as written.”

13.9.3 The MAs shall pay all expenses for their Director and any other Delegates to attend the SAM and AM. Expenses related to travel for one Director, one MA Executive Director and one Delegate per sector meeting (if applicable) will then be forwarded to the office as per the Travel Equalization policy in this section.



CARRIED.

xx. *Policy 13.11 & 13.12 – Purchase Orders & Petty Cash*

MOTION: P. Magnan, A. Jomha

“To approve proposal 13.11 & 13.12 as written.”

Remove both Sections regarding purchase orders and petty cash, as Sections are outdated.

CARRIED.

xxi. *Policy 13.14.2 – Sector Representatives*

MOTION: S. O’Callaghan, M. Magnan

“To approve proposal 13.14.2 as written.”

13.14.2 SAM

13.14.2.1 The same principle as above 13.14.1.1 will apply but is extended to include one (1) of each of the following individuals:

13.14.2.1.1 Box Sector representative

13.14.2.1.2 Men’s Field Sector representative

13.14.2.1.3 Women’s Field Sector representative

13.14.2.1.4 Sixes Sector representative

13.14.2.1.5 Executive Director of each MA

13.14.3 The division of costs for sector representatives will be divided amongst the MAs that send a representative to each respective Sector meeting.

CARRIED.

xxii. *Policy 14.3.2 – National Team Announcements & Naming Rosters*

MOTION: S. O’Callaghan, M. Di Bari

“To approve proposal 14.3.2 as written.”

14.3.2 Press releases, announcements or promotion of any Lacrosse Canada or Team Canada rosters or pool of athletes by Lacrosse Canada will include the following: Athlete or Coaching Staff’s name, Hometown, Home Member Association (MA), Home Club or Association within their MA, and Post-secondary school (if applicable).

CARRIED.

xxiii. *Policy 16.1 – National Teams*

MOTION: S. O’Callaghan, P. Lehmann



“To approve proposal 16.1 as written.”

16.1.1 Lacrosse Canada (LC) National Team Program Policies and Guidelines have been created to outline the policies, procedures, personnel structure and planning that build the foundation for LC’s National Team Program. Lacrosse Canada, including, but not limited to, national team staff, team members and partners, are expected to reference this document to understand the operation and management requirements for all National Teams.

16.1.2 The current Lacrosse Canada National Team Program Policies and Guidelines will be included in every LC Annual Meeting Package

DEFEATED, S. O’Callaghan, G. Van Beek voted in favour.

xxiv. Policy 17.1 & 17.2 – Staffing & Human Resources Policies

MOTION: S. O’Callaghan, P. Lehmann

“To approve proposal 17.1 & 17.2 as written.”

17.1 The Board of Directors shall hire employees as required; no employees shall have voting privileges.

17.2 Human Resources Committee

The Lacrosse Canada Human Resources Committee will consist of three (3) members, one of whom will be the LC Executive Director/CEO, one of whom will be the LC Director of Administration/COO of the LC Board of Directors, one of whom will be a current member of the Lacrosse Canada Member Council. This committee will be appointed by the LC Board of Directors, and the members shall serve a 2-year term.

17.2.2.0 The duties of the Human Resources Committee shall be to ensure:

- Recruitment and hiring practices are transparent, thorough, published, fair and based on merit.
- 1. Ensure that the position to be filled is posted on all of the appropriate platforms.
- 2. The posting must include a complete job description including salary range.
- 3. List closing date and conditions for a response to the applicant.
- 4. Request education and relevant skill sets, including but not limited to fluency in Canada’s two official languages, plus any additional experience relative to the position.
- 5. References and employment history.
- 6. Interview applicants and provide a recommendation to the Board of Directors of the preferred candidate (for the LC staff position to be filled), for final approval and selection (Refer to 17.1).
- All relevant employment acts are followed.
- All employees have written job descriptions that are reviewed and approved on an annual basis by the LC Board of Directors.
- Personnel records are treated as confidential and appropriate restrictions are in place regarding their access.



- Human resource policies and procedures are established, and written copies are provided to all staff. Every employee receives a formal (written) evaluation annually by two (2) representatives of the HR Committee, and the evaluation criteria are in line with best practices in other similar organizations, and they are known by all employees.
- Evaluation of the Executive Director/CEO will be held annually by a minimum of three (3) members of the LC Board of Directors.
- HR Committee to develop a policy, approved by, and reviewed annually by, the LC Board of Directors, describing criminal records check, anti-harassment, annual vacation, compassionate care leave, persons with a disability, and the amount of personal days, sick days and vacation days (including blackout periods) each employee is entitled to. This Policy will be found in LC Human Resource Policy Manual and on file with LC Head Office.
- Blackout periods will include, but not limited to: the period of time leading up to and including Annual Meetings, Semi-Annual Meetings, and National Championships.

DEFEATED, S. O'Callaghan voted in favour.

xxv. Policy 24.17.1.5 – Official's Travel

MOTION: P. Magnan, L. Hawke

"To approve proposal 24.17.1.5 as written."

Remove contradictory section, which states that travel costs and bookings for Official's travel are the responsibility of the Official's home MA.

CARRIED.

xxvi. Policy 24.17.1.6 – Per Diem Guidelines

MOTION: P. Magnan, A. Jomha

"To approve proposal 24.17.1.6 as written."

Remove "As per LC Guidelines but excludes Minor Box, Men's Field, and Women's Field", or provide per diem to Officials in accordance with existing LC Financial Policy.

TABLED.

xxvii. Policy 24.17.1.8.1 – Officials Game Fees

MOTION: P. Magnan, P. Lehmann

"To approve proposal 24.17.1.8.1 with friendly amendment."

24.17.1.8.1 Minor Box/Female Box and Minor Field/Female Field Lacrosse National Championships officials game fees are to be paid to each official by the Host at the National Championship event. The Host shall then apply to LC for reimbursement of the game fees as defined in this Section.



CARRIED.

xxviii. Policy 24.17.3.1.2 & 24.17.3.1.4 – Officials Airline Travel Booking

MOTION: P. Magnan, M. Di Bari

“To approve proposal 24.17.3.1.2 & 24.17.3.1.4 with friendly amendment.”

24.17.3.1.2 All airline tickets **should** be booked no later than 45 days prior to departure. If a ticket is booked within 45 days of departure, a reason should be provided in writing which will be reviewed by the Director Administration.

24.17.3.1.4 If an official chooses to drive to a national championship the official must notify the LC office no later than 45 days prior to the national championship.

CARRIED.

xxix. Policy 24.17.3.1.3.1 – Officials Travel Expenses

MOTION: P. Magnan, L. Hawke

“To approve proposal 24.17.3.1.3.1 as written.”

24.17.3.1.3.1 Claims for travel to and from the official’s closest airport and airport parking must be submitted within 30 days after the championship. LC will reimburse airport parking and mileage to and from the home airport up to a maximum of \$100.

CARRIED.

xxx. Appendix 25-19 – LC Nominations Committee Terms of Reference

MOTION: P. Magnan, M. Di Bari

“To approve proposal 25-19 as written.”

APPENDIX 25-19

TERMS OF REFERENCE – LC NOMINATIONS COMMITTEE

Name	Nominations Committee
Mandate	The Nominations Committee is a standing committee of Lacrosse Canada (LC). Its role is to assist the Board and Members of Lacrosse Canada by identifying and recommending eligible candidates for volunteer positions on the LC Board of Directors as per the LC nomination process and by identifying and recommending eligible candidates for volunteer position within World Lacrosse (WL) as per the WL nomination process.



Key Duties	<p>The Committee will perform the following key duties:</p> <ul style="list-style-type: none">• Ensure that the nomination process as outlined in the LC Operations Manual is followed fairly.• ensure that candidates for election consist of a diverse selection of individuals; including athletes, visible minorities, geographic residence, and gender identity• Identify and recommend a slate of candidates of at least a minimum of one candidate per vacant position to be elected on the LC Board of Directors or within World Lacrosse• Solicit nominations from Member Associations for individuals to be considered for a position on the LC Board of Directors or within World Lacrosse.• Communicate the LC and WL nomination process to the WL Member Associations.• Explain to potential candidates their duties and responsibilities as members of the Board of Directors prior to elections at the AM.• Obtain from each candidate a written consent to the nomination prior to elections at the AM.• Ensure the nomination includes a statement describing how they are Independent (or how they will become Independent within thirty (30) days following their election• To ensure that 60% of the Directors identify as the same gender identity, the Nominations Committee will determine the gender identity of each Director on the Board whose term is not expiring at the meeting of the Members. If there are seven (7) individuals who identify as one gender identity, nominees of that same gender identity will not be permitted to stand for election. If there are more nominees than available positions, the nominee(s) receiving the greatest number of votes will be elected provided the gender identity quota has not been reached. For clarity, if there are six (6) individuals of the same gender identity serving on the Board, only one (1) Director of that gender identity may be elected to the Board and the remaining nominees of that gender identity are not permitted to be elected once that individual has been elected.
Authority	<p>As per Section 9 of the LC Operations Manual. The Committee is a limited agent of the Board in relation to all matters related nominations and the nomination process for volunteer positions on the LC Board of Directors or within World Lacrosse.</p>
Composition	<p>The Committee will be composed of a chairperson, who shall be appointed by the President from amongst the Directors whose positions are not up for election plus two other committee members nominated by the Members at the Semi-Annual Meeting. If the Members fail to appoint the additional 2 committee members, then the Board will appoint them. The LC Executive Director shall be an ex-officio, non-voting member of the Committee.</p>



	The Nomination Committee will be appointed by the Board of Directors at the Semi-Annual Meeting. The LC Executive Director shall be an ex-officio, non-voting member of the Committee. The Nomination Committee must include members of different gender identity.
Meetings	The Committee will meet by telephone as required and meetings will be at the call of the Chair.
Resources	The Committee shall request any necessary resources from the Lacrosse Canada Board which will determine approval of such requests. The Committee shall receive administrative support from the LC Executive Director.
Reporting	The Committee will report through the Chairperson to the Board at the AM in writing.
Approval	These Terms of Reference were approved by the Members of the Canadian Lacrosse Association on September 26, 2015 November 18, 2023
Review	The Committee will review these terms of reference on an annual basis and will make recommendations to the Board on any revisions at the AM, if warranted.

CARRIED.

11. Sector Update - Sat Morning

Coaching

Roxanne Curtis provided an update in addition to her report. There has been good discussion within the committee around coaching pathways, and initiation pathway has been well received. There will be a Master Coach Developer training session in Toronto the first weekend of December.

Officiating

Steve O'Shaughnessy provided an update in addition to his report. Officials recruitment plan has been completed and shared within the meeting package. Provided overview on officials certification programs.

Women's Field

Heidi Bates provided an update. Committee is planning a debrief session to review Women's Field events and progress in 2023.



Sixes

Wendy Cuthbert and Randy Clough provided an update in addition to their report. Four MA's are interested in bidding on a Sixes U19 National Championship in October 2024. Sixes is at a standstill as Board has not provided decision on grant request – P. Magnan advised that a decision would be made at the AGM. Sixes Chairs are frustrated at lack of communication from LC and Board.

12. Canada Summer Games

W. Dobbin provided an update. Behind in submitting technical package due to disagreement within the Committee, particularly surrounding age groups.

Wendy and Bryan informed the Board of the CG Committee decision on the age category for the 2025 Canada Games. There was much discussion regarding the age category and the concern for both physical and mental health with the wide age range for this event.

MOTION: B. Baxter, M. Di Bari

“The age grouping for Canada Games will be U17 +/- one year.”

CARRIED

ACTION: The Board is requesting the CG Committee create an age dispensation policy. Bryan to inform the CG Committee Chair of the Board decision on 2025 CG Age category and request committee create an age dispensation policy.

13. Business Arising

a. Sixes grant

M. Di Bari provided suggestions on Sixes grant, based on discussions with committee (M. Di Bari, B. Baxter, K. Sandy). All spending must come through the office. Committee agreed to not spending money this way at this time, and grant needs to be re-worked and re-submitted.

J. Clapham advised there is no money in the 24/25 Draft budget to support a Sixes National Championship.

Board will not be approving funding at this time but will revisit with Sector. K. Pilon and M. Di Bari will support from a marketing standpoint, but not financially at this time.

Board will not be bringing grant request to CLF at this time.

b. Ratification of Sixes OICs

MOTION: B. Baxter, P. Lehmann

“To ratify Lyndsay Brooks as Sixes OIC and Mike Drake as Sixes Assistant OIC.”



CARRIED.

14. Next Meetings:

- a) *Continuance of Annual Board Meeting*

ACTION: J. Clapham to send Doodle to determine availability of Board to complete current agenda items.

- b) *2024 Meeting Schedule*

ACTION: J. Clapham to send out meeting schedule for 2024.

CARRIED

Meeting recessed at 12:34 pm ET on November 18th, 2023

Meeting reconvened at 4:57 pm ET on November 18th, 2023

15. FNLA Strategy for supporting the game in Indigenous communities

K. Sandy spoke about strategies to prioritize EDI and what has worked for the FNLA.

MOTION: G. Van Beek, S. Hubelit

“To adjourn the meeting.”

Meeting adjourned at 5:44pm on November 18th, 2023