



**LC Board of Directors Meeting Minutes  
March 20th, 2024**

Call to Order

Meeting called to order at 8:02 pm EST by S. Williams.

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
	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
Absent:	Sheena Hubelit	Director at Large

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

New staff member S. Utting was introduced as Administration Coordinator and was introduced to the Board.

**MOTION:** M. Di Bari, P. Magnan  
"To approve the agenda."

**CARRIED**

## 2. Approval of Board Minutes - January 24 2024

**MOTION:** S. Aggus, B. Baxter  
"To approve the minutes from January 24 2024"

**CARRIED**

## 3. Shout Outs

M. Di Bari and P. Magnan both gave a shoutout to Terry Rayner for all his hard work and troubleshooting in the Interim Executive Director role.

P. Magnan shoutout to Suzanne who is very organized and is doing great work that is not going unnoticed.

## 4. Staffing update

M. Di Bari gave staffing update that Wendy Dobbin has reached her capacity of what she can do at LC and will be leaving the team as of April to pursue Sport consultancy work. M. Di Bari thanked Wendy for her time and hard work. Wendy will put together a contingency plan to help team move forward.

Staffing plan to be discussed at Strategic Planning Meeting.

## 5. Business Arising from previous minutes

The Board reviewed the March 2024 Task List

- a. To review Finance & Audit Committee Terms of Reference and bring recommendations forward to the Board – **ONGOING**  
No new update from P. Magnan as it has been put on hold with Jane being off. M. Di Bari suggested that we let the Board know where this is located so ensure everyone.

**Action:** B. Baxter offered to help P. Magnan with looking at TOR. P. Magnan will send off to everyone for next board meeting.

- b. Governance Next steps- information from Steve Indig– **ONGOING.**  
T. Rayner gave update that there will not need to be many changes.



**Action:** They will meet to review the next steps and send an update to the board.

- c. Strat Plan Sub-Committee –create new strategic plan **ONGOING.**  
Group is meeting on Sunday March 24 to review Strategic Plan.
- d. Sector Meeting update – **ONGOING**  
P. Magnan advised that sector groups have been having cross sector meetings without him. M. Shearer asked if these groups are meeting ahead of Board meetings. P. Magnan mentioned that there were touchpoint calls to share with board, but are having difficulty with coordinating meetings.
- 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** No new update.
- f. To reach out to potential candidates to replace Jim Burke as CLF President, as he is retiring – **ONGOING.**  
Nomination committee met. P. Magnan mentioned CLF has asked for another LC Board member to join CLF. B. Baxter asked for clarification on who has say in who gets hired for this role. S. Williams advised that hiring would include a job interview and the nomination brought to the CLF board. No one on existing board wants to take role from J. Burke as he does majority of work. CLF needs better delegation and division of responsibilities.

**Action:** P. Magnan will send criteria for selection of members and selection of spending to the board. Nominating committee will vet by interviewing.

**MOTION** M. Di Bari, S. Aggus

“To appoint L. Hawke as third LC Board member of CLF board. “

- g. To send out Board/Sector/Committee Chair goals to MA's – **ONGOING.**  
P. Magnan has not followed up around goals. M. Shearer mentioned concern that this is not getting done and suggested giving deadline.  
**Action:** P. Magnan to continue to work with everyone to compile goals and provide goals to MA's. P. Magnan to send list of goals to Board for support in Strategic Planning.
- h. To create a working group consisting of Bryan Baxter, Kevin Sandy, and one LC staff member to further review the Sixes Sector grant. **ONGOING.**  
Confusion on whether Wendy received report.  
**Action:** Group will revisit and set up two more touch bases with the sector on coaching, officiating and Sixes as a whole.
- i. Inform Wendy Cuthbert the plan for reviewing this grant – **ONGOING.**  
No follow ups have happened.

**Action:** M. Di Bari will follow up with Sixes sector to get missing action items and then set up sector meetings with them. Will share in Sixes report to Board.



- j. To come up with a policy change proposal prior to the 2024 SAM for CCES Anti-Doping – **COMPLETE**. T. Rayner has provided proposal to S. Belanger for review.
- k. 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**
- l. Establish Safety Equipment Committee and update TOR – **ONGOING**.  
P. Magnan has sent out and received very few responses. T. Rayner mentioned need for this committee to be created as there are new changes to Concussion protocols from Parachute.  
**Action:** P. Magnan to share responses with board.
- m. To continue reporting to the Board on CLL issues.– **ONGOING**  
S. Williams mentioned trip to Australia that occurred. No updates on the “Ontario Lacrosse League”

## 6. Member Council Update

In Sheena’s absence, S. O Callaghan reported last meeting was focused on SAGM (virtual vs non virtual) with unanimous vote in favour of in person, concerns around staffing explanation and concerns around lack of communication on NT Development to EDs and Presidents. Next meeting scheduled for April.

**Action:** National Team Development to be sent to EDs and Presidents of MAs.

## 7. Financials Update

### a. 24/25 Draft Budget – Removal of Fund

T. Rayner update. With A. Welock and A. White leaving, LC has hired Sport Law for Finance. There were multiple errors have been found in the financials. T. Rayner working with Kathy Hare to get this balanced. For the past 4 years we have not claimed GST, so are missing those funds. Past issue with putting employee with no financial experience in position. LC is in a good position now with company with experience dealing with finances.

Requested \$125 K from short term fund for 3 National team balances that needed to be paid at once (due at end of March) and LC does not get Sport Canada funds until April. Needed this loan to pay expenses. This time of year is always difficult with cash flow, idea is to put \$125 K back in with time.

## 8. Sector/Committees/Working Groups

### a. Coaches

B. Baxter provided a brief update. Has not been meeting of Coaching Committee since last meeting. Qs around Sixes coaching. If already certified, coaches can take World Lacrosse certification until Sixes course is created. T. Rayner brought up issue of FNLA coaches that



live in the US that cannot be certified through CAC. Need to have further conversation on licensing and coach developers in US.

**b. LTAD**

B. Baxter gave update from University of Calgary research of contact in lacrosse. Findings and recommendations will be reported out soon and distributed to MAs.

**c. CMD Working Group**

B. Baxter provided a brief update. New CMD is complete and being piloted across the country, with good feedback.

**d. Officials**

B. Baxter provided a brief update. Still need to meet around retention paper and metrix. Sixes IOCs are working on creation of teaching tools.

**e. Gender Equity Committee**

P. Magnan advised that Donna put a report together on the work of this committee. There are several board members and sector/committee chairs (12 total) that have not completed the online Gender Equity training.

Will cost money to do a third debrief (\$750), T. Rayner mentioned this will not be an issue as we have \$ from government for Gender Equity. P. Magnan reiterated that members were already given two opportunities to do this, needs to be more accountability.

P. Magnan will send S. Utting list of records of who needs to be complete. S. Utting to set up a second debrief for those outstanding.

**f. National Championship Committee**

No new updates. Will be meeting in April to go over feedback on changes for National Championships from the sectors. P. Magnan gave suggestion of giving deadlines for feedback in future.

**g. Governance**

P. Magnan provided an update. LC is not far off from being compliant with Sport Canada governance.

**h. Strategic Development Committee**

M. Shearer provided an update on Sunday's event. Plan is to vet the previous and establish a new strategic plan. M. Shearer has consolidated the pre work feedback and will share this and who is on this committee with the board.



**i. Lacrosse Barriers**

S. Williams provided an update. Non Profit Organization based in Calgary that facilitates adaptive lacrosse. Plan is to put the project in front of the CLF as it fits well under their criteria. Alberta has already given them \$5000. T. Rayner mentioned importance of having conversation with Lacrossing Barriers/MAs to let them know that LC will be supporting, so Lacrossing Barriers does not go reaching out to every MA as well.

**MOTION:** L. Hawke, M. Di Bari.

“To endorse Lacrossing Barriers moving on to CLF.”

**CARRIED**

**j. Sector Volunteers**

S. Williams provided an update on concern over volunteer’s accountability and communication (ex. Not answering emails). S. Aggus suggested having organization come in to present on retaining volunteers, training on what it means to sit on a committee and best practices and having a contract (based on TOR) for accountability purposes.

T. Rayner advised that there have been issues with volunteers overriding work that LC employees are doing. There is a lack of accountability and T. Rayner advised that it is ok to fire a volunteer if they are not doing the work.

M. Di Bari mentioned concern of volunteer’s alterations of clinic materials, which makes those clinics invalid, so coaches are not actually certified properly.

**Action:** S. Belanger has Volunteer contracts from Canadian Cancer Society that she will send to K. Pilon to use as a template and adapt for our purposes.

**9. Sponsorship/Marketing Update**

M. Di Bari provided an update. Met with Rick and Matt/Terry/Marisa will review this. Currently looking at National Car rental, Air Canada (once we have approval from COC), Canadian Tire and West Jet. M. Di Bari needs MAs to start giving demographic information by region to move forward with this. T. Rayner asked S. O’Callaghan why Ontario will not share this information. S. O’Callaghan advised that there is a lack of trust on their end and fear that information will be used improperly. The board voted against sharing this information. M. Di Bari suggested providing education to the board on what demographic information they will be asking for.

We now have a list of contracts and expiry dates of some of our sponsors. Need to get ongoing sponsors in contracts.

P. Magnan mentioned importance of meeting our revenue goals. M. Di Bari advised that one sponsor is very interested in the National Development Program.



**Action:** S. O'Callaghan will check by laws to see if LC member could attend board meeting as a special guest to explain what information is used for. M. Di Bari, T. Rayner and M. Shearer to review information from meeting with Rick.

#### **a) Bardown Partnership**

M. Shearer gave an update. This would be 3 year contract. Bardown is responsible for all operations with approval on all product, event and pricing coming from LC. Bardown would execute event marketing. Looking at seven events to have them at (opportunity to add more) and opportunity to support Member Council. Resources/operating costs all responsibility of Bardown and LC will get royalty back from web store.

S. O'Callaghan asked about Minto Cup/Founders Cup/Presidents Cup and asked about involvement of host committees in these conversations. S. Aggus advised issue with Minto agreement that is not open to be amended until 2025. S. Aggus asked what revenue will be used for and whether it will come back into the MAs.

M. Shearer advised that the goal is to include MAs in this partnership. T. Rayner clarified that LC would be selling LC merchandise at the events not the event merchandise.

### **10. Canada Summer Games**

W. Dobbin provided an update. Chris Gallop is new chair of committee and W. Dobbin has met with him. They met with hosts about shot clocks, equipment storage. Technical Package has been posted, just missing playoff format that will be voted on by committee next week at meeting. Committee is doing a needs analysis on coaching community to be proactive on coaching requirements. Schedule will be created for virtual delivery of Aboriginal Coaching Module and for sport specific coaching courses. This is put on hold until all coaches are selected (only have coaches for ½ of provinces). W. Dobbin is creating package of all options for coaching courses.

Foundational conversations with NB for 2029 Canada Games. Conversations with NFLD to decide on one or two turf floors. Option to cost share with NB to each have one turf floor to save money and give more opportunities for the east to host. There is a proposal to have test event spring 2025 to do minor officials training and trial of putting floor in.

### **11. National Development Team Program**

T. Rayner circulated document prior to meeting.

S. O'Callaghan expressed concern over timing of the program and conflicts in East with fall field program that could take away players from MA field programs. S. Aggus expressed concern over the weather in some parts of the West.

T. Rayner clarified goal of program is to attract high level athletes from all of the provinces and an opportunity to do this in partnership with MAs, to develop the best athletes from each of the MAs and an opportunity to create revenue for LC. This program will help to develop athletes, coaches and officials and give opportunities to travel internationally. T. Rayner advised the group that there will



be an employee built into budget of this program to handle administrative aspects. There will be a program in the East and West.

**MOTION** S. Aggus, M. Di Bari

« To accept National Development Team Program plan as presented. »

Opposed S. O'Callaghan and A. MacDonald

**CARRIED**

## 12. National Championships

### a. Convenor Selection

S. Belanger and T. Rayner have had conversations to have local convenors and local officials to keep costs low. Convenors will be in place by April 1<sup>st</sup> and are as follows:

- Minor Nationals -SLA will likely put same candidates as last year.
- Minto- BC has proposed McQuarrie.
- Founders Cup- S. O'Callaghan has reached out to three candidates and will align with Randy first and then send to S. Belanger.
- Presidents Cup – BC gave nominations for Randy Clough and Terry Mosdell. Proposal to go with Randy based on experience.
- Mann Cup – August election.
- Men's Field – M. Di Bari has offered to do Men's field.
- Women's Field – Proposal for Paul Magnan and Heidi Bates. Paul is local and highly recommended; Heidi is sector chair and would have to travel.

S. Belanger will go with proposed Convenors above and where two names are proposed, will go with Randy (Presidents Cup) and Paul Magnan (Women's Field).

### b. Minor National Schedule Proposal

S. Belanger advised that there is concern over the number of games at Minor Nationals. Will reduce floor and official costs by 20%.

T. Rayner emphasized importance of making this a shorter tournament will make it a better experience for athletes and an opportunity to shed costs. The goal would be to make policy change for next year. Committee has drafted a policy change for this.

S. Utting will send out policy change deadline reminder to all groups.

### c. Mann Cup and Minto Cup naming rights

T. Rayner advised that the Mann Cup and Minto Cup agreements are up this year. Unclear who has sponsorship rights in those agreements, leaning towards LC. T. Rayner sent to lawyer. T. Rayner suggested standardized sponsorship templates to increase professionalism and help with clarity.





P. Magnan advised of sponsorship issues from last year's Minto Cup (Gatorade vs Biosteel). S. O'Callaghan suggested adding communication in meetings prior to tournaments to confirm sponsorships.

### **13. National Teams**

T. Rayner gave an update on situation and costs. OLA appealed decision by LC around National Team programs in other provinces. OLA rescinded their decision. LC asked OLA to pay for appeal, which LC lost. LC is now out funds due to this appeal. B. Baxter noted that a policy change will need to be made from what was done at the AGM on this topic.

M. Shearer gave an update on 2024 National Team events. U20 Women's team will complete in Hong Kong from Aug 15-25 and Women's/Men's Box teams will compete from Sept 20-29 in Utica, NY. Flights are booked for Hong Kong. Both Men's and Women's Box teams at 46 athlete, will finalize rosters in July.

About half of payments for these events (next Fiscal year) have been made. In 25-26 Fiscal year, Men's U20 team will compete in South Korea. M. Shearer noted importance of looking into flight sponsorships as National Team events will continue to require a lot of travel.

P. Magnan gave update on new changes from Abuse Free Sport. This form will be moving to an electronic version.

T. Rayner gave update on "Own the Podium". T. Rayner and M. Shearer will meet with them in May. These funds will only be allotted to sixes.

### **14. SAGM**

P. Magnan gave a brief update and recognized that Member Council requested for this to be done in person. With the lack of financial or staff resources, the decision was made to go virtual.

T. Rayner gave proposed format and schedule to have Sector committees to meet ahead of time to give LC Board proper information to review prior to meetings. T. Rayner advised that this format would be more defined after Strategic Planning. S. Belanger suggested that LC Board members attend sector meetings ahead of time to explain potential changes and answer questions. . P. Magnan suggested LC Board reach out to sector chairs to see how long they need for meetings that were typically all day meetings.

SAGM will be Saturday May 25 and 26 2024. S. O'Callaghan advised he will not be present due to prior commitments.

T. Rayner gave update on new communication tool. LC Board will be switching from E Rooms to Microsoft Teams. S. Aggus gave suggestion of applying for Non for Profit Teams to reduce costs.

**MOTION:** S. Aggus.

"to adjourn meeting"

Meeting was concluded at 10:57 pm EST