



**LC Board of Directors Meeting Minutes  
Sept 18<sup>th</sup> 2024**

**Call to Order**

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

**Roll Call of Delegates**

<b>Board:</b>	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
	Lesley Hawke	Athlete Director
<b>Staff:</b>	Terry Rayner	Interim Executive Director
	Sarah Utting	Administration Coordinator (recorder)
	Wendy Dobbin	Technical Director
	Sam McKenzie	Manager of Partnerships
	Rachael McKinnon	Technical Coordinator
<b>Absent:</b>	Kevin Sandy	Indigenous 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:

- T. Rayner requested to add Brian Ward and Safe Sport as 7.d in ED Updates.
- T. Rayner noted that Steve Indig will not attend the meeting.

**MOTION:** S. Aggus, S. O'Callaghan

“To approve the agenda with additions.”

**CARRIED**

## 2. Approval of Board Minutes – July 17 2024

**MOTION:** S. Aggus, B. Baxter

“To approve the minutes from July 17 2024.”

**CARRIED**

## 3. Shout Outs

M. Di Bari gave shout out to Suzanne and Terry for their work on the Mann Cup situation. T. Rayner introduced two new staff, Rachael McKinnon as Technical Coordinator to replace Wendy's role and Sam McKenzie as the new Manager of Partnerships and Sponsorships. P. Magnan gave a shout out to all Convenors/OICs from the 2024 National Championships. S. Aggus gave a shout out to Marisa for dealing with a difficult situation at Men's Field Nationals.

## 4. Business Arising from previous minutes

The Board reviewed the July 2024 Task List

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

S. Williams put forward Jody Schmeltzer as a recommendation for the Committee. P. Magnan gave update that Paul, Bryan and Paul Lehman have been meeting as the committee. B. Baxter and P. Magnan noted that the committee is recommending that the Board has a budget vs actuals at future Board meetings to see if budget is on track. B. Baxter suggested that LC provide a breakdown on costs incurred at Hong Kong could give clear understanding of what is needed for future World events.

T. Rayner noted that an exact reconciliation may not be available at every Board meeting, but it could be done a few times a year. S. Aggus requested a quarterly budget vs actuals.

**Action:** Committee to speak with Jody Schmeltzer before looking to appoint him and T. Rayner to provide board with quarterly budget vs actuals.



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

T. Rayner noted that Steve will not present at this meeting as there is nothing new to present but S. Indig will run a Town Hall for Members on October 6.

**Action:** Steve Indig to present at Town Hall.

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

W. Dobbin requested to have the columns split to have the Operational side and Technical side separated for presentation purposes.

**Action:** W. Dobbin to email Marisa and Matt about request for splitting up Strat Plan.

- 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**

M. Di Bari noted this is still on hold but will be revisited based on Strategic Plan.

**Action:** M. Di Bari to work with M. Shearer on next steps based off the Strat Plan. S. Utting to take off Action items.

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

S. Williams gave update that he will speak with Jim Burke. S. Aggus noted that Gerry Vanbeek has a potential candidate for this role as well.

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

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

B. Baxter updated the group that the Committee had first meeting. More information was provided in email report.

**Action:** Terms of reference to be approved by Board.

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

S. Williams gave update that he has been contacted by Chris Fox. M. Shearer suggested this just be a monitored situation. S. Utting to take off task list.

- h.** To get policy change process from Steve Indig to present to board and members **ONGOING**

T. Rayner gave update that Town Hall will address this.



- i. Junior Women's standalone tournament project. **ON HOLD**

S. Belanger gave update that this was not discussed at NCC meeting. S. Belanger suggested waiting and planning a good 2026 tournament instead of rushing into a 2025 tournament. Board approved waiting until 2026.

- j. To begin search and election of Men's Field Sector Chair **ONGOING**

S. Aggus gave update that this needs to go to Member Council. S. Belanger gave update that T. Rayner had suggested Chris Doyle for this position, but in Operations Manual, the MA has to bring the name forward.

**Action:** S. Williams to hold Men's Field Sector meeting to appoint chair.

- k. To decide on LTAD in context of National Championships **ONGOING.**

## 5. LC Office Staffing Update

T. Rayner gave update of new staff members in item # 3, Shout out. It was also noted that Josh Dawick will start on October 2<sup>nd</sup>. The office is still looking for a candidate to fill the Governance & Finance position.

## 6. Financials Update

T. Rayner gave update that the HST refund came through and \$97,000 will go back into LC account, less 10% commission going to Sport Law. The bank account is currently at \$200,000 of cash flow with final payment from the Government to come next week.

## 7. ED Updates

### a. Men's Field Sector Chair Appointment

S. Aggus suggested that S. Williams call a Men's Field Sector meeting to address this. P. Magnan noted that the sector was not able to fill this role, which is an issue. M. Di Bari suggested that MAs needed to hold their Men's Field reps accountable as MA reps are not communicating well back to their MAs. S. Belanger suggested that a clear agenda needs to be met.

**Action:** S. Williams will call a Men's Field Sector meeting and will provide background to the sector on Chris Doyle. T. Rayner to send bio of Chris Doyle to S. Williams for meeting.

### b. Sr A & Sr B – Dialogue of next steps

S. Williams and T. Rayner suggested that LC sits down with reps of Sr A and Sr B to address issues before the AGM as a summit to address the issue of Sr A and Sr B being professional lacrosse competing for an amateur championship.



S. Aggus noted that we need to fix the spider web of decision making in LC and that sectors should not have authority to make decisions without board approval. S. O Callaghan noted an issue of equity across all teams financially and B. Baxter noted that the integrity of the sport needs to be addressed. T. Rayner noted that fixing this issue starts at the Operations Manual.

T. Rayner noted that the Major Box Sector is not following Lacrosse Canada's vision and goals. S. Aggus noted that there needs to be a more of a player centred focus. M. Di Bari suggested we ask Sector chair to resign as they are not following the duties of the role. S. Williams will speak with chair about this transition.

**Action:** S. Williams will speak with Sector Chair about transition of role. LC to host a Sr. A and Sr. B summit to address issues.

### **c. Transfer Portal Update**

T. Rayner introduced Brad Kronewitt and Caden Kronewitt from RAMP to do a transfer portal presentation. B. Kronewitt presented and indicated that this new process will need to be a custom build and that their team will require feedback from teams to be successful.

C. Kronewitt gave presentation of the RAMP transfer proposal and implementation timeline. A copy was shared with the Board. T. Rayner noted that the Board would follow back up with RAMP after reviewing.

*Follow ups from presentation:*

- T. Rayner noted that LC currently pays \$1500 per year already for DE Systems.
- S. O'Callaghan and S. Aggus asked for confirmation that players would only be protected by one division (Ex. Only Jr A or only Jr B). S. Utting to reach out to RAMP and clarify.
- S. O'Callaghan asked for confirmation that it would be player initiated to avoid tampering, which was confirmed.
- S. O'Callaghan asked what would be asked on registration (Ex. Birth date, address etc). T. Rayner suggested that this would need to be brought to Major Box Sector.

S. Williams and T. Rayner suggested that Board members with experience in transfers give questions to S. Utting to bring back to RAMP.

## **8. Governance**

### **a. Town Hall**

Steve Indig to direct and address governance changes on Oct 6 2024.

### **b. Operational Plan**

T. Rayner noted that the Operation Plan has to be ready to be reviewed by Oct 31 2024. T. Rayner advised that the Operational Plan needs to be created and put forward by the Board based on Strategic Plan. M. Di Bari, B. Baxter and S. Belanger to



**Action:** T. Rayner noted that the office would start to build the Operation Plan for the Board to review.

### **c. Operations Manual revamp**

T. Rayner updated that he is meeting with Steve Indig on Sept 19 to reviewing changing the manual to have two separate documents (By Laws and Policies). S. Belanger endorsed that the board use Sport Law, as a third-party independent opinion. S. Aggus noted an importance to pair back on the complexity and number of duties for volunteers.

**Action:** T. Rayner will report back to the Board after the meeting with timelines and logistics.

### **D. Elections – Nominations Committee**

S. Aggus noted discrepancies around rules of nominations to the board. T. Rayner and S. Aggus elaborated that non lacrosse candidates may come through, so asking for support from a Member Association and asking for candidates to be in good standing is not accurate.

**Action:** T. Rayner to ask Steve Indig for clarification on process for nomination to board.

### **e. Brian from Safe Sport**

T. Rayner noted that Brian is retiring and another lawyer will take over and will put a package together for the board. T. Rayner stated that LC does not have a clear appeal process as there are timelines that conflict. It was noted that the lawyers will update this. T. Rayner also noted that we should not have a two step appeal process and that this should be adjusted. S. Aggus noted that ALA has relaxed timelines on their appeals with focus on sending to third party provider and suggested that LC explore this.

## **9. Sector/Committees/Working Groups**

### **a. Evaluation of Sectors – Direction & Communication**

S. Williams reiterated that Sectors need to be revamped which will take some work. S. Belanger suggested that there needs to be more LC representatives at the Sector than just the Sector chair.

**Action:** T. Rayner determined that the new Finance & Governance staff member would take on revamping this.

### **b. Indigenous Committee**

T. Rayner noted that the committee is not operating. T. Rayner outlined the importance of facilitating partnership to support in Sam McKenzie's work on Partnerships.

**Action:** T. Rayner is going to meet with Kevin Sandy and Ken Martin in Utica as we need to facilitate the partnership with FNLA.



**c. Coaches**

*B. Baxter gave email update:*

*The Coaching and Officiating Committees is planning meetings in the coming weeks.*

**d. LTAD**

*B. Baxter gave email update:*

*LTAD has not met but I will be talking with Duane in Calgary Oct 4 about where the rule changes for minor are regarding the recommendations accepted by the members at the SAM of 2023.*

S. Aggus asked if the LTAD documents on website are up to date. W. Dobbin noted that there are conversations with Sport for Life to update these.

**e. CMD Working Group**

No new update.

**f. Lax Fits**

*B. Baxter gave email update:*

*FITS has not met since last meeting. Sam McKenzie has reached out to discuss grassroots and other programming that FITS has been investigating.*

**g. Safety & Equipment Committee**

B. Baxter noted that he will be working with Ryan Preston and Boddam on goaltender equipment requirements for female athletes.

*B. Baxter gave email update:*

*The Safety and Equipment Committee had their first meeting last week and the following action items came from the meeting. Ryan Preston will reach out to Bodum through email and see if they can provide equipment that fits female athletes better. Ryan will liaise with ball manufacturers and bring forth any new equipment for approval by the committee. Ryan will attend the upcoming CSA meeting and relay any relevant information back to the committee.*

*We went over the TOR for the S&E Committee and recommended the following changes to the document.*

- Instead of meeting annually, the Committee will meet twice annually in March and September.*



- Under meetings, they will be held online, and/or at the call of the Chair.
- Under Other, remove the work "the" before Operating Committees  
*These changes need approval of the Board and I will move the changes at the meeting.*

#### **h. Gender Equity Committee**

*Email update from Donna Goguen, chair.*

*I am submitting this progress report as Chair of the Lacrosse Canada (LC) Gender Equity Committee.*

*It has been a quiet spring and summer for our committee. We met on June 18<sup>th</sup> and talked about the need for policy updates around our own terms of reference, providing equitable access to programs under Lacrosse Canada and under our MA's. There is concern about how we address equity issues for our athletes, coaches, officials, and boards. There was hope expressed at that meeting that by participating in Canadian Women & Sport programs, we can find effective ways to deal with misogyny in our sport.*

*We are always heartened when we hear what our MA's are doing to grow the female game. We know that there are people in Saskatchewan, Manitoba, PEI, NS with specific examples of programs being done to increase participation and bring more girls into the game. They are seeing their participation numbers increasing. They are working on programs in all lacrosse sectors. We know that there is programming being done in all provinces, large and small. We discussed lacrosse play for women. We talk about the international tournaments available for women to participate in and the upcoming Senior Women's Box to be played in Utica. This is all forward progress.*

*We will continue to meet to consider policy change and prepare to make recommendations to the Board. While there is movement forward, the needle is not moving quickly enough. Access to National Championships should be equitable. That needs to be corrected. There are provinces where programs for girls are on the backburner, where financial support of programs is concentrated on high performance and not on growing the bottom of the pyramid. This needs to be addressed. A Lacrosse Canada national workshop is needed to bring MA's together to talk about what they currently have in each province and what they need to achieve gender equity. We need Lacrosse Canada to encourage and support having their MA's set gender equity targets and timelines.*

*Respectfully submitted,*

*Donna Goguen  
Chair*

#### **i. National Championship Committee**





S. Belanger noted that there are a lot of concerns coming out of the NCC meeting (Ex. Sixes National Championships policies being defeated)

S. Belanger also noted that the Sectors do not communicate well with each other. S. Belanger and S. Aggus suggested having a plan for proposed changes ready for 2026 and communicate that plan in 2025. M. Di Bari noted that Sector Chairs should be reporting to Terry and Brian as first point of contact with concerns. M. Di Bari noted that there were reports of bad behaviour on the NCC meeting. T. Rayner noted that this is a clear example that some Sector chairs are not representing LC as part of the team. It was noted that sectors should be making decisions based on Strategic Plan, Mission, Vision and Values.

**Action:** S. Belanger suggested an explanation on why policies were overturned and provide clarification as one central voice. S. Belanger suggested creating a group to give Sixes direction if National Championships is not the current step.

*Email Update from Suzanne Belanger*

- *NCC met on September 15. Got through part of the agenda*
  - *Questions on governance and outcome when LC Board voted differently than Sectors or MAs that I could not fully answer including timeline of communication (August-September).*
  - *Discussed on Host locations for 2025 and agreement that the planned consolidated rotation schedule for 2026 onwards will help going fwd.*
  - *Discussed NCs dates for 2025 considering GCs.*
  - *Will discuss policy change requests with them off line. Planned focus:*
    - *Fix inconsistencies with dates (declaration, payment, officials selection, travel),*
    - *Harmonize bid dates across Sectors (Jan 15 for intent, March 30 for bid, SAM for decision),*
    - *Convert team registration from paper to RAMP & consider abolishing TRFs,*
    - *Think about fines for late team arrivals and/or score for forfeited games,*
    - *Clarifying SrB Pro rule, roll-up MF host rotation in ops manual, tie-breaking interpretation when 3 teams break tie to 2 teams, maybe more tbc.*
- *Improvement focus until the 2025 SAM:*
  - *Full conversion to online registration*
  - *Set event schedules and confirm competition vs travel dates for NCs*
  - *Map out host locations a few years out*
  - *U22 Female NC*
  - *OIC content in Convenor Guide*
  - *Improve communication between LC/MajorBox/Leagues*
  - *Update TORs to reflect staff roles*
  - *Clarify staff vs Director roles*
  - *Understand costs per NC*
  - *Format of NC report from TOR (suggest a data report)*



- o + initiatives let by Sectors (post-event review for 1-yr trials, O/A approvals for Minor Box)

**j. Nominations Committee**

Covered in 8 D.

**k. Governance**

Covered in 8 B.

**l. Strategic Development Committee**

Covered in 4 C.

**m. High Performance**

M. Shearer noted National Teams events and tryout progress (U 20 Womens field, U20 Mens field, Womens Box and Men's Box). There has been progress to name coaches and players for Sixes team which will be picked from the National Athlete Pool. M. Di Bari gave an update of Sixes event details and a shout out to Jill Krop for her planning of the Super Sixes event.

M. Shearer noted the need to reconvene and get the High-Performance Committee functioning again.

**10. Sponsorship/Marketing Update**

M. Di Bari gave update that she will be meeting with new LC Staff member, Sam Mckenzie to come up with plans. Sponsorship updates:

- *West Jet*- They will likely start to sponsor vs just sending codes.
- *Air Canada*- Waiting for Olympic information to come through, M. Di Bari has let them know we are now recognized by COC. Their support will be only Olympic based sponsorship.
- *Hertz*- Will be discounts for travelling.

M. Di Bari noted that the COC designation will open up more opportunities. M. Shearer asked for clarification on how it ties to Strategic Plan. M. Di Bari and M. Shearer suggested coming up with a plan with clear numbers and goals. T. Rayner noted that Sam Mckenzie has put together a Business Plan that will help.

**11. Canada Summer Games**

W. Dobbin gave update that the biggest challenge has been getting the Comp Dev sport specific weekends. Major barrier is that LC is still waiting on coach selections from multiple MAs. This has affected organization of logistics for planning. There are 3 Aboriginal Coaching modules in October.



W. Dobbin gave update that Newfoundland is on the right track for Canada Summer Games planning.

**12. Own the Podium**

W. Dobbin updated that she has had several touchpoints with Own the Podium. It was noted that there will be two plans presented, for Women and Men each. Own the Podium will be presenting at the AGM. W. Dobbin is looking to build a working group of High-Performance coaches to support the podium pathway with a focus on competitive intelligence. W. Dobbin will share more information as it comes.

**13. National Development Program**

T. Rayner gave update on proposed tryouts, coach selection and schedules for National Development Team Program. Plan is for the teams to play American college teams. This will be self funded, a source of revenue generation, and will include a coaching/officiating training program to include all provinces.

**14. National Championships**

**a. Approval of Overall NCs Calendar**

S. Belanger presented 2025 NCs Calendar and noted that the Calendar needs to be approved by the Board. It was noted that the dates over the past several years are not following the Ops Manual dates.

S. Belanger noted that small MAs discussed the benefits of having box and field nationals playing at the same time as it broadens the participation pool. S. Belanger suggested that Jenny Kyle gets moved to the third week of August. L. Hawke noted that the reason Jenny Kyle was moved was due to athletes leaving for College/University in late August.

S. O’Callaghan to connect Suzanne with the OLA to discuss the Ontario Lacrosse Festival. S. Belanger to tell BCLA that the Jenny Kyle Cup will be moved and ask if they can still host.

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

“To approve all 2025 NC planned/suggested dates presented except Jenny Kyle Cup and Sixes.”

**Calendar of National Championships, 2025**

Date range for competition and travel days tbc.

	<b>Ops Manual Date</b>	<b>Recent dates</b>	<b>2025 planned/suggested</b>
Jenny Kyle	Third week August	2022 Aug 16-19 2023 Jul 31 to Aug 3	Proposed Aug 1-4



		2024 Aug 2-5 (long weekend)	
Minor Box and U22F	First week of August	2019 Aug 20-24 2022 Aug 15-20 2023 Aug 14-19 2024 Aug 12-17	Approved Aug 9-16 (Halifax) No U17 Divisions
For reference: Canada Games			Aug 9-16 (Female) Aug 18-24 (Male)
Founders	Third week of August	2022 Aug 15-21 2023 Aug 14-19 2024 Aug 19-25	Approved Aug 18-24
Minto	Final week of August	Per Minto agreement 2022 Aug 22-29 2023 Aug 14-17 2024 Aug 17-23	Per Minto agreement
President's	Labour Day weekend	2022 Aug 28 to Sept 3 2023 Aug 27 to Sept 2 2024 Aug 24-31	Proposed Aug 24-31
Alumni/First Nations	Labour Day weekend	2022 Sept 2-4 2023 Sept 1-3 2024 Aug 29 to Sept 1	Sector approved Aug 29 to Sept 1
Mann	2 <sup>nd</sup> & 3 <sup>rd</sup> Week Sept	Per Mann agreement	Per Mann agreement
Ross/Victory	Thanksgiving Weekend		Planned Oct 10-13
Sixes			Not approved by BoD Oct 10-13

**CARRIED**

**b. Men's Field 2025 NC Host**

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

"To approve Nova Scotia as the 2025 Men's Field Host."

**CARRIED**

**MOTION** S. Belanger, S. Aggus

"To approve U15 Festival in the 2025 Men's Field Nationals."

M. Di Bari suggested that this gets pushed to 2026 to ensure it is done properly.

**DEFEATED**

**c. Approval of 2026 Minor Box Host**

**MOTION** S. Belanger, S. Aggus



“To approve Nova Scotia as the 2026 Minor Box Host with a U13 Festival”

**CARRIED**

**d. Conditional Approval of 2025 President’s Cup and Jenny Kyle Cup Hosts**

S. Belanger noted that East and West rotation is waved as there are no bids.

**MOTION** S. Belanger, B. Baxter

“To preapprove OLA for 2025 President’s Cup and BCLA for 2025 Jenny Kyle after LC receives the bid submissions.”

**CARRIED**

**e. 2024 National Championship Protests**

S. Belanger gave update on Sr B Pro player issue at 2024 President’s Cup as there was confusion over “Active rosters”. S. Belanger noted that BCLA followed what LC had told them. S. Aggus noted that this should have been dealt with earlier in the tournament. S. Belanger noted that the roster submission dates need to be earlier on to help avoid these situations. T. Rayner noted that the President’s Cup should have an agreement like Mann & Minto Cup.

**f. Junior Women’s Tournament funding proposal**

Tabled to look into for 2026.

**g. Sixes**

**15. National Teams**

Covered in 9 m.

**16. Next Meeting**

November 15-16 in Toronto for the 2024 AGM and the October 6 Town Hall.

**17. In Camera**

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

“To come out of camera.”

**CARRIED**

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



“To hire the interim ED as the full time ED.”

**DEFEATED**

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

“To post the ED Full time job through Lacrosse Canada standard hiring parameters.”

**CARRIED**

**Action item:** M. Di Bari to create a full time ED job posting to post immediately and conduct interviews with HR committee - Shawn Williams, Paul Magnan and Marisa Di Bari.

**MOTION:** S. O’ Callaghan.  
“to adjourn meeting”

Meeting was concluded at 10:20 pm EST.