



# MHSA

#101 - 533 2<sup>nd</sup> Street SE  
Medicine Hat, AB T1A 0C5  
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**Title:** Operational Changes and Workload Transition

**Date:** February 17, 2026

Dear MHSA Members,

The Board of Directors would like to provide a transparent update regarding several recent operational changes and the current workload pressures facing the Medicine Hat Soccer Association.

To support the day-to-day function of the office during the absence of an Executive Director, Lacy McLaughlan has stepped down from her position as RASC Director to assume a temporary operational management role within the MHSA office. This transition is intended to streamline decision-making and maintain timely service to our membership. At present, many operational decisions require packaging information, full Board review, awaiting approval, and then relaying direction back to the office, a process that can create delays during our busiest periods. Having additional operational leadership in the office will significantly improve efficiency and responsiveness.

This temporary reassignment does, however, reduce the number of active Board members available for governance responsibilities, including appeals, policy development, and procedural decisions that require full Board participation. As a result, the remaining Board members will be continuing to prioritize fairness, compliance, and member service.

The Board also wishes to share that the recent Executive Director recruitment process did not result in a viable hire. While strong candidates were considered, we were unable to align financial capacity, job scope, and contractual requirements in a sustainable manner. In response, the Board has elected to implement an interim restructuring model that allows operations to continue effectively while preserving long-term organizational stability.

Looking ahead, MHSA will be opening additional office positions, particularly within administration, to support the upcoming registration season, historically our highest-demand period. These staffing additions are necessary to maintain continuity of service and reduce strain on both office staff and Board volunteers.

We extend sincere appreciation to the current Board members for their continued dedication during this demanding transition. We are equally grateful to Lacy for stepping into an operational role when it is most needed, and to Jen in the office for her ongoing commitment to keeping MHSA moving forward. Their professionalism and effort are instrumental in ensuring that the association continues to function at a high level.

Members are encouraged to stay tuned for announcements regarding paid office opportunities, as well as calls for additional Board and committee volunteers. Strengthening both operational staffing and governance capacity will be essential as we move through this period of transition.



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The Board remains committed to transparency, responsible decision-making, and delivering the best possible experience for our athletes and families. We appreciate your patience and continued support as we adapt to meet the evolving needs of the association.

Sincerely,

Martyn O'Donnell

President, Medicine Hat Soccer Association

On behalf of the Board of Directors