



## **LC Board of Directors Meeting Minutes** **July 16, 2025 / 7:00pm EST / Online**

### **Call to Order**

Meeting called to order at 7:03 PM EST by S. Aggus.

### **Roll Call of Delegates**

<b>Board:</b>	Shawn Williams	President
	Abby Macdonald	Director at Large
	Sean Aggus	Director at Large
	Barbara Lockhart	Director at Large
	Suzanne Belanger	Director at Large
	Matt Shearer	Director at Large
	Steph Leblanc	Director at Large
	Marisa Di Bari	Director at Large
	Zach Currier	Athlete Director
<b>Staff:</b>	Terry Rayner	Executive Director
	Wendy Dobbin	Technical Director
	Beatrice Currie	Manager of Finance & Business Development
	Jennifer Johnson	Administrative Coordinator (recorder)

**Opening Acknowledgement** -S. Williams "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.

### **Opening Remarks and Introductions**

Shawn Williams introduced new members Hannah Lazare and Beatrice Currie. Hannah, from the Akwesasne First Nation, has extensive experience in lacrosse and is now the women's director for FNLA. Beatrice recently joined as the Manager of Finance and Business Development and expressed her eagerness to connect with the team.

- Review and approval of the operations manual and governance changes.



**LACROSSE CANADA  
CROSSE CANADA**

**ADMIN@LACROSSE.CA  
LACROSSE.CA  
360 KING ST W, UNIT 102  
OSHAWA, ON L1J 2J9**

### **1) Approval of Agenda**

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

“To approve the agenda.” **CARRIED**

### **2) Approval of Board Minutes – May 10, 2025**

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

“To approve the minutes from May 10, 2025.” **CARRIED**

### **3) Operations Manual Review Update**

Will Russell discussed the ongoing review of the operations manual, initiated to modernize the organization’s governance practices. He explained the importance of clearly defining the roles of members and the board, noting that the board is responsible for policy-making while members have limited responsibilities. The project, dubbed Operation Phoenix, aims to create a more effective governance structure.

### **4) Steering Groups and Terms of Reference Updates**

Will Russell outlined the updated terms of reference for steering groups, highlighting that they are now based on a standardized template and require board approval. The primary change involves shifting decision-making authority from the committees to the board, which will act on recommendations from the steering groups. Terry Rayner noted that there have been no questions from executive directors regarding these changes.

### **5) Policy Alignment and Accountability in Lacrosse Canada**

Will Russell discussed the responsibilities of the board of directors in ensuring organizational accountability and transparency, while Terry Rayner recognized the significant effort involved in the transition to new policies. Gerry Van Beek raised concerns about the handling of disciplinary reports, particularly regarding the elevation of serious incidents. Russell clarified that there are mechanisms in place to address such issues while maintaining fairness.

- Alignment of member associations with Lacrosse Canada's standards.



## **6) Next Steps and Communication Strategy**

Terry Rayner outlined the next steps for the rollout of new procedures, highlighting the need for board members to review the documents before they are shared externally. Barbara Lockhart emphasized the importance of reinforcing the value of the investment made by Terry and Sport Law to ensure better adoption of the new practices. Gerry Van Beek inquired about the communication plan for members regarding these changes.

- Communication strategies for new policies to member associations.

## **7) Discussion on Junior and Senior Women's Nationals and LTAD Implementation**

The discussion focused on the Junior and Senior Women's Nationals, with Suzanne Belanger highlighting the need for collaboration with Ashley to develop a comprehensive schedule for upcoming championships. Terry Rayner proposed forming working groups to facilitate the selection process, ensuring representation from both junior and senior levels. Input from athletes and coaches was deemed essential for the success of these initiatives.

- Planning and strategies for future national championships and events.
- Discussion on the Long-Term Athlete Development (LTAD) framework and its implementation.

## **8) Rule Book Revisions and Governance Structure**

Terry Rayner highlighted the challenges with the current transfer processes and the need for a streamlined approach to roster management. He proposed the idea of national commissioners overseeing different levels of play to ensure fairness and consistency across leagues. Suzanne Belanger added that the junior ladies should be recognized as part of the senior structure rather than being categorized under minors.

## **9) Board Member Election and Communication Issues**

Barbara Lockhart outlined the process for the upcoming board member election, highlighting that there are 10 applicants, with one application received after the deadline. She emphasized the committee's role in reviewing candidates and conducting interviews. Sean Aggus experienced email issues, prompting a discussion about alternative communication methods. Marisa reminded the group of the importance of adhering to deadlines based on past experiences.



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## **10) Discussion on Leadership Recommendations and Legal Matters**

Terry Rayner asked Abby Macdonald for recommendations on leadership for a group, to which she suggested reaching out to current members for interest. The conversation then transitioned to a lawsuit concerning TAC, where Rayner explained the history of the case and the current legal strategy, including collaboration with sport law and insurance representatives.

## **11) Discussion on Manitoba Lacrosse Complaints and Governance**

**MOTION** to go In Camera

Made by Marisa di Bari, Seconded by Sean Aggus.

## **12) Update on Athlete Council and Women's Team Concerns**

Zach Currier shared insights from his meeting with the athlete council, emphasizing the need for athletes to communicate through designated representatives. Terry Rayner highlighted issues raised by the women's team about budget discrepancies and their feelings of being undervalued compared to the men's team, explaining the rationale behind certain financial decisions.

## **13) Ontario Mann Cup Mediation Update**

In the discussion about the Ontario mann cup mediation, Terry Rayner addressed Jeremy's complaint, stating that he had provided opportunities for changes that were ultimately rejected by the board and membership. Sean Aggus emphasized that the mediation did not mandate specific changes, and Rayner confirmed that he would communicate to Jeremy that no further discussions would take place.

## **14) Staff Updates and Strategic Initiatives**

Beatrice Currie expressed her excitement about joining the team and her eagerness to contribute to business development. Terry Rayner provided updates on the marketing hire process, indicating a strong interest in the position, and outlined the reporting structure for the new hire. Wendy Dobbin discussed the development of steering groups and their alignment with the strategic plan, emphasizing the importance of collaboration among coaches and officials.



### **15) Steering Group Applications and Commissioner**

Roles Terry Rayner addressed the applications for steering group roles, highlighting candidates and the need for suitable leadership. He proposed utilizing Randy Troback's expertise in a mentoring capacity rather than reinstating him in a formal position. The board's role in approving candidates was clarified, with an emphasis on aligning selections with the organization's vision.

### **16) Minto Cup Sponsorship and Canada Games**

Update Terry Rayner shared that the Minto Cup has secured a \$30,000 sponsorship, which will allow for free streaming of the event. Wendy Dobbin discussed the upcoming Canada Games, expressing frustration over coaching credential issues and emphasizing the importance of accountability for future events. She also noted that the games will be streamed on NLL Plus to enhance visibility.

- Sponsorship and marketing opportunities for the Minto Cup.
- Challenges in coach credentialing for the Canada Games.

### **17) Indigenous Coaching and Accountability in Lacrosse**

Terry Rayner pointed out that provinces have not improved their coaching certification processes despite having three and a half years to do so. Hannah Lazare criticized the absence of Indigenous coaches at the Canada Games, arguing that provinces should face consequences for not fulfilling this requirement. She stressed the importance of respecting Indigenous identity and called for proof of Indigenous status for coaches on benches.

- The importance of Indigenous representation in coaching at the Canada Games.

### **18) National Championships Update**

Terry Rayner provided an update on the National Championships, noting a minor conflict regarding team scheduling but overall smooth operations. He highlighted the challenges faced by Nova Scotia in hosting two back-to-back events and suggested a review of the bid process to better manage future championships. Additionally, he mentioned the importance of understanding the economic impact of these events.

- Financial implications and economic impact of hosting national events.



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### **19) National Teams and High-Performance Program Updates**

Hannah Lazare proposed engaging with the Aboriginal Sports Circle to explore potential partnerships. Wendy Dobbin reported on the women's national teams, highlighting the completion of a qualifier for Japan and the selection of athletes for the World Games in China. She also discussed the challenges of athlete commitments and the financial implications of international events.

### **20) Grant Applications and Member Council Updates**

Terry Rayner urged the board to push Ontario to permit grant applications, noting that substantial funds are available for programming related to the national team. Gerry Van Beek discussed a recent meeting aimed at enhancing communication and expressed disappointment over the lack of responses from member associations regarding steering committees. He stressed the importance of recruiting the best candidates for the nominations committee.

**MOTION: S. Aggus "To adjourn the meeting."**

**CARRIED**

**Meeting adjourned at 10:07 PM ET.**