



Lacrosse Canada Board of Directors Meeting Minutes
November 12th, 2025: 7:00PM EST ZOOM

In Attendance:

BOARD:

Matt Shearer	President
Barbara Lockhart	Director at Large
Stephan Leblanc	Director at Large
Stephanie Pagan	Director at Large
Alan Preyra	Director at Large
Brad Caan	Director at Large
Ted Goldthorpe	Director at Large
Hannah Lazare	Indigenous Director
Zach Currier	Athlete Director
Gerry Van Beek	Member Council Representative

STAFF:

Terry Rayner	Executive Director
Jennifer Johnson	Administrative Coordinator
Beatrice Currie	Manager of Finance and Business Development
Stephanie Pennie	Senior Marketing Manager

Opening Acknowledgement – Meeting called to order at 7:08pm EST by Matt Shearer, President.

"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.

Métis. 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 to approve agenda by Alan Preyra. Seconded by Brad Caan. Approved.
2. **CLF** - The board discussed the relationship with the Canadian Lacrosse Foundation (CLF), noting concerns about CLF's proposed website and a desire for clearer roles and responsibilities. The board also acknowledged positive changes in their approach and perception over the past six weeks suggesting improved collaboration and leadership.
3. **Proposed Structure** - The board discussed the need to improve LC's public communication strategy and perception. This in turn will create positive narratives moving forward and display greater transparency in the work being undertaken. Specific suggestions included: holding



townhalls, timely messaging about key changes, and a Q&A mailbox for public input. The board agreed to shift from quarterly to monthly meetings in order to better address strategic matters.

4. **Policy Changes** - The board discussed governance responsibilities and policy changes (i.e., under the new governance model, the BOD establishes policy). Terry Rayner presented the BOD with 11 Policy Change requests on behalf of Rachael McKinnon, Technical Coordinator pertaining to Coaching requirements as follows:

- **Regulations - Coach and Trainer Certification: a) i)**
- **Regulations – Coach and Trainer Certification: new section for Delivery Standards**
- **Regulations – consolidate Minimum Coaching Standards tables for Box, Men’s Field, Women’s Field and Sixes into a single chart**
- **Regulations – E. Coaches National Coaching Certification Program (NCCP) e) i)**
- **Regulations – add new section: Service level agreements for all Learning Facilitators, Coach Developers, and Master Coach Developers.**
- **Regulations – add: Certified Non-Renewed Coaches**
- **Regulations – add: Direct to Evaluation Process for National Team Staff**
- **Regulations – add: Revision Cycle for Coaching Requirements**
- **Regulations – add: Age requirements for Coaches**
- **Regulations – add: Requirement that Making Ethical Decisions Evaluation be completed for all coaching pathways**
- **Regulations – add: NCCP Requirements – all Coaches require an evaluation within 2-years of becoming a coach**

Motion to approve the eleven (11) Policy Changes as a single block made by Barbara Lockhart, Director at Large.

Seconded by Brad Caan.

APPROVED.

Regulations – Box Lacrosse National Championships and Competitions - New Policy - Terry Rayner presented a proposal to restrict coach transfers between provinces, but the group expressed concerns about its scope and potential impact on minor league coaching. The board suggested that significant revisions to the policy was required with more specific details about which age groups and competitive levels would be affected. Creating a potential subcommittee to provide expert recommendations on competition rules in the future was raised.

Motion to approve policy proposal was REJECTED.



Regulations – Box Lacrosse National Championships and Competitions – b) ii)
– Terry Rayner presented a proposal to change the current policy by removing Type I and Type II ratings from its current state.

Motion to approve made by Alan Preyra .

Seconded by Brad Caan.

APPROVED.

It is important to note that while discussing the items under the section, Box Lacrosse National Championships and Competitions Stephanie Pagan raised concerns regarding verbiage stated in section a). Specifically with reference to First Nations player participation and eligibility. The BOD suggested working with Hannah Lazare, Indigenous Director to revise the language used in this policy and to return to the next BOD meeting for approval.

5. Business Updates -

i. General Updates -

- **Streaming** - Streaming benefits and options were discussed.
- **Ads/Revenue-** Digital Marketing boards discussed.
- **Sixes Event** - Overview provided and possible hosting of qualifiers next fall.
- **OTP-** Success meeting with OTP regarding funding.

ii. Operational Updates - Discussion centered around a single participant fee for players across multiple disciplines.

iii. Financials – Beatrice Currie discussed updates on financial matters including HST filings and expense approvals. Terry Rayner confirmed that the budget would be put forward for board approval with audited statements requiring a special meeting of members for approval. The board discussed the proposed budget for April 2026 to March 31, 2027. The board approved the budget after Beatrice Currie presented detailed expense projections and flexibility options.

Motion to approve made by Brad Caan.

Seconded by Stephanie Pagan.

APPROVED

iv. Marketing Plan - Stephanie Pennie presented a marketing plan with emphasis on aligning with Lacrosse Canada's mission and vision. Additionally, plans for growing community engagement and expanding the sport's reach were highlighted. Stephanie Pennie outlined key objectives including building brand awareness,



positioning Lacrosse Canada as a top-tier sport, and leveraging the upcoming Olympic Games to drive growth. She also discussed strategies for enhancing digital content, developing marketing toolkits for provinces, and focusing on professionalism and consistency in all marketing efforts.

6. **Member Council Update/Discussion** - Gerry Van Beek shared the calculation of fees and emphasized the need for a clear process and communication for future fee increases. Gerry Van Beek shared a proposal to confirm the \$30 per player fee at the next member meeting. Terry Rayner acknowledged Member Council concerns regarding the recent fee increase and discussed the possibility of implementing Centralized Registration to better support member associations.
7. **Strategy Update** - The board discussed membership fee increases and data reporting requirements. Gerry Van Beek requested that PSOs provide detailed breakdowns of athlete participation by discipline, recognizing this would take some time to compile. The board also discussed upcoming strategy meetings and potential semi-annual meetings.

Motion to adjourn the meeting by Barbara Lockhart, Director at Large.

Seconded by Stephanie Pagan, Director at Large.

Meeting Adjourned at 11:27PM EST.