



## Lacrosse Canada Board of Directors Meeting Minutes February 19th 2026: 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
Hannah Lazare	Indigenous Director
Zach Currier	Athlete Director

#### **STAFF:**

Terry Rayner	Executive Director
Jennifer Johnson	Administrative Coordinator

#### **CONTRIBUTOR(S):**

Gerry Van Beek	Member Council Representative
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**1. Opening Acknowledgement** - Meeting called to order at 7:03 PM 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. 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.

**2. Approval of Agenda** - Motion to approve agenda by Barbara Lockhart. Seconded by Hannah Lazare. Approved.

**3. Approval of Previous Minutes** – Motion to approve previous minutes by Barbara Lockhart. Seconded by Brad Caan. Approved.

**4. Motion to move in-camera** – Motion put forward by Barbara Lockhart. Seconded by Hannah Lazare. Approved (duration 7:08pm to 8:15pm EST).

#### **Return to Camera (8:15pm EST)**

It was noted for the record that the Chair was audio recording the session due to technical issues with the organization's standard recording capabilities given the sudden termination of his LC email and Teams access during the meeting. Further, as LC's Administrative Coordinator was unable to return to the meeting, Stephanie Pagan, as acting Board Secretary, continued taking meeting minutes.

For the formal record following the return to camera, the following motion was restated:

#### **MOTION: Termination of Terry Rayner, Executive Director**

- **Moved:** (Moved in-camera)
- **Motion:** That the Board of Directors terminate the employment of the Executive Director, Terry Rayner, without cause, effective immediately, and authorize the Chair to work with legal counsel to negotiate appropriate separation terms.



- **Objections:** Gerry Van Beek (Member Council) and Brad Caan (Director) requested their objections be noted for the record. Alan Preyra (Director) noted that recording an objection is a necessary step to absolve a director of personal liability.
- **Result: CARRIED.**

## MEMBER COUNCIL RELATIONS & GOVERNANCE

Gerry Van Beek, representing the Member Council, expressed disappointment regarding the Board's decision to terminate the Executive Director.

- **Discussion:** The Member Council alleged that the Board has overstepped into operational matters. Additionally, there remains a need to confirm the formation of steering committees as required by the bylaws.
- **Governance Implication:** Gerry Van Beek informed the Board that the Member Council intends to commence proceedings to remove Matt Shearer as a Director/Chair.
- **Board Response:** Directors emphasized that the decision to remove the Executive Director (ED) was made after exhaustive assessment and due to significant issues regarding the Executive Director's performance, specifically regarding financial transparency, lack of communication and failure to execute on Board directives. The decision was based on collective Board deliberation and followed appropriate governance procedure given the objective handling of the situation by the Governance & Ethics committee. Multiple members of the Board challenged the intent of the Member Council to remove Matt Shearer as Director/Chair and advised that there has been no level of operational interference and the removal of the ED was due to lack of operational execution, consistent with feedback from the majority of Directors.

## ONTARIO LACROSSE ASSOCIATION (OLA) STANDING

The Board discussed a request from the Member Council to confirm the OLA's 2024-2025 status for grant purposes.

### MOTION: Letter of Good Standing for OLA

- **Moved:** Brad Caan
- **Seconded:** Alan Preyra
- **Motion:** That Lacrosse Canada provide a formal letter acknowledging the Ontario Lacrosse Association (OLA) was in good standing for the 2024-2025 season to facilitate their provincial funding.
- **Discussion:** It was noted that while many operational and governance concerns exist regarding the OLA (currently being addressed via pending mediation through the SDRCC) signing the letter of acknowledgement is a statutory requirement for the NSO.
- **Result: CARRIED.**

**5. Strategic Roadmap Alignment** – this item was moved for discussion at the next BOD meeting in March.

**6. Operational Updates** – most items were moved for discussion at the next BOD meeting in March.

VI. Athlete Council (a. Insurance) was raised as part of Zach Currier's Athlete Director update (see below).

VII. Indigenous Committee update was provided as part of Hannah Lazare's, Indigenous Director update (see below).



VIII. Central Registration. Stephanie Pagan provided an update regarding a recent Central Registration meeting with Charlotte Henderson (President, Lacrosse Nova Scotia) and Terry Rayner (ED). It was recommended that the LC Privacy Policy be amended to include the parameters regarding the use of private and sensitive data and information by LC within a Central Registration model. With an upcoming Member Council Meeting, it was decided Charlotte would present an update to Member Associations and seek permission for LC to work with RAMP to pull reliable and consistent participant numbers from all Member Association accounts (due to missing and questionable data already provided). Gerry Van Beek (Member Council Representative) indicated that the discussion has not yet been raised with Member Council.

## 7. Financial Update

The Board reviewed the organization's financial health, noting a critical state.

- **Deficit:** The Chair reported a projected surplus of \$229K, as of January 2026. Balance sheet metrics noted unpaid credit card debt (\$95k), outstanding bills (\$108k), and authorized but pending draws from the Deschner Fund (\$250k); based on January 8<sup>th</sup>, 2026 reporting.
- **Revenue Streams:** Participant fees now represent 46% of total revenue, while self-generated revenue (sponsorships/marketing) has significantly declined and needs to be addressed.
- **Risk Flag:** The organization is carrying significant high-interest credit card debt and lacks a formalized revenue generation or cost-cutting plan.
- **Action:** The Finance and Audit Committee will meet to formulate a strategic plan to rebuild reserves and address debt.

8. **Governance Approval** – most items were moved for discussion at the next BOD meeting in March.

### I. Committee Reports

- **Nominations:** Reconstituting the committee to include Member Council representatives and external experts for Board recruitment and the upcoming Executive Director search.
- **Athlete Council:** Zach reported roadblocks in obtaining group insurance for national athletes. Issues regarding lack of communication on event calendars were also noted.
- **Indigenous Committee:** Hannah is drafting policies and recruiting members (targeting 4-5 representatives) with a goal for Board presentation in March.

*Gerry Van Beek, Member Council Representative left meeting (10:05pm)*

## 9. Action Items - OPERATIONAL TRANSITION & STAFFING

Following the termination of the Executive Director, the Board discussed immediate stability measures.

- **Staff Communication:** The Chair and Stephanie Pagan will lead a virtual meeting with all staff on February 20 to communicate the transition and ensure operational continuity.
- **Legal/Logistics:** The Board will prioritize securing a copy of the former ED's contract (not found in shared files) and issuing a legally compliant termination notice.

### Summary of Action Items

Action Item	Assigned To	Deadline
Schedule and lead staff transition meeting	Matt / Steph	Feb 20, 2026
Issue formal termination/severance letter to former ED	Matt / Legal	Immediate



Sign and deliver OA Good Standing Letter	Matt / Staff	Immediate
Locate ED employment contract via past Chair	Matt	Immediate
Develop financial strategic plan and debt reduction options	Finance Committee	Next Meeting
Draft Indigenous Committee policies and member list	Hannah	March 2026
Strike ad-hoc committee for World Lacrosse nominations	Matt / Zach / Barb	Mid-March 2026

## 10. ADJOURNMENT

### MOTION: Adjourn Meeting

- **Moved:** Alan Preyra
- **Seconded:** Barbara Lockhart
- **Result:** CARRIED.

The meeting was adjourned at 10:59 PM EST.

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