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Lacrosse Canada Board of Directors Meeting Minutes
May 13th 2026: 7:00PM EST Zoom

<u>In Attendance:</u>

BOARD:

Barbara Lockhart	Interim President/Chair
Stephan Leblanc	Director at Large
Stephanie Pagan	Director at Large
Ted Goldthorpe	Director at Large
Trish Chant-Sehl	Director at Large
Carolyn Meacher	Director at Large
Alon Eizenman	Director at Large
Rob Matsuoka	Director at Large
Zach Currier	Athlete Director

STAFF/ADVISORS:

Eva Havaris	Executive Advisor
Beatrice Currie	Manager of Finance & Business Development
Samantha McKenzie	Operational Lead & Manager of Partnerships

CONTRIBUTOR(S):

Gerry Van Beek	Member Council Representative

1. Opening Acknowledgement - Meeting called to order at 7:02 PM EST by Barbara Lockhart, Interim 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 Alon Eizenman. Approved.

3. Approval of Previous Minutes – **MOTION** to approve previous minutes (14 April, 2026, 21 April , 2026, and 26 April, 2026) by Barbara Lockhart. **SECONDED** by Alon Eizenman. Approved.

4. Operational & Financial Updates

A. Sport/Technical Update

Wendy Dobbin has resigned from her position with Lacrosse Canada. Interim support has been arranged with the contract hiring of Dave Stockton. **Olympic Update:** The IOC delayed the 2032 Games decision until the fall, impacting Next-Gen programming.

- **LA 2028 Advisory Group:** Trish Chant-Sehl as lead has put together the Terms of Reference for this newly approved group. Consultations with Eva Havaris are ongoing as well as forward planning. It was recognized and agreed that this is a priority initiative.
- **Conference Attendance:** With current transitions occurring in the High Performance portfolio, there are annual session events that the COC and the High Performance Lead would normally attend. Discussion for who should attend these events on behalf of Lacrosse Canada indicated that Barbara Lockhart and Eva Havaris would attend.

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B. Operations Report

Samantha McKenzie provided updates on fundraising campaign(s).

- **Staff Morale:** Sam highlighted the current state of staff morale and concerns regarding the pressures related to ongoing transitions with hiring occurring for the Executive Director position and High Performance Lead opening. Directors sought greater context into how staff are feeling to determine what, if any, strategies may be implemented to help promote more positive outcomes moving forward.
- **External Agencies:** Sam shared that over the last several months a foundation for a more formal philanthropic strategy tied to Team Canada has been in development. An external agency has been engaged to support portions of the digital fundraising campaign and donor strategy. This initiative is separate from the Canadian Lacrosse Foundation (CLF).
  - This strategy will allow donors to more clearly understand how their contributions are directly impacting national team athletes. As a result, a kick-off event is being planned for later in the summer. This event will engage alumni, donors and present an Olympic movement. Hospitality related package information will be utilized through World Lacrosse.
  - Utilization of Director networks is encouraged to promote a donor-matched event.

C. Finance Report

Beatrice Currie and Eva Havaris presented a financial update and work being done towards membership fees.

- **Financial Audit and Update:** Preparation for the financial audit is underway. Anticipated completion is in July.
- **Debt Management:** Credit card debt was a concern, but is all taken care of now.
- **Membership Fees:** A memo was circulated outlining the work undertaken by the Membership Fees working group. This group was comprised of representation from BOD and Provincial Members:
  - Stephanie Pagan and Stephan Leblanc (BOD)
  - Sean O'Callaghan (OLA),
  - Charlotte Henderson (NS),
  - Brent Robinson (AB),
  - Jill Kropp (BC)
  - Eva Havaris (Executive Advisor)
  - Beatrice Currie (LC Staff)

  The topic of membership fees was recognized to be a complex one. This group was operating on the budget for the fiscal 2026-2027 year that was presented in 2025 ahead of the AGM. The working group approach was healthy with positive dialogue. Key points revolved around how the $30 was adopted at the AGM and the delay in collecting these fees. It was recognized that members engage in slightly different practices when collecting fees. The Board has recognized the importance of bringing forward a motion for all members to weigh in on through a formal resolution regarding the set fees. Further, together with the Member Council, creating a multi-fee structure is desired moving forward. Overall, the BOD highlighted the importance of working with members to improve how member fees are collected, when they are collected, and move towards a single-participant fee.

5. Nomination of Treasurer

Rob Matsuoka was nominated for the LC Treasurer position. No other nominations were received. Rob accepted the nomination and will now be the LC Treasurer and sit on the Finance and Audit Committee.

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6. MEMBER COUNCIL REPORT

Stephan Leblanc relayed the Member Council updates.

- **Positions:** New Board members were introduced as well as positions on committees outlined.
  - Alon Eizenman to Governance and Ethics
  - Trish Chant-Sehl to LA 2028 Advisory Group
  - Carolyn Meacher to Nominations Committee
  - Rob Matsuoka to Finance and Audit Committee
- **ED Search Update:** Updates to the Executive Director search were provided.
- **Steering Groups Update:** Some provinces are looking to put forward additional volunteers for positions on these groups. Updates to the Terms of References for these groups was updated by Eva Havaris and Stephanie Pagan. These updated documents will go to the BOD for discussion and approval at a later BOD meeting.
- **Member Fees:** Lengthy discussion regarding participation fees. Eight members have shared participant data in an effort to explore single-participant fee construction. Need to have all 11 represented.
- **Jurisdiction:** Member Council has discussed the issue of jurisdiction as it pertains to LC handling of complaints. Need some clarity regarding process and navigation of these types of issues.

7. COMMITTEE REPORTS

A. Nominations Committee

Barbara Lockhart provided updates related to the ED/CEO hiring process as well as additional committee appointments.

- **ED/CEO Search:** Interviews are underway (began May 11, 2026) and are anticipated to be completed with a hiring proposal presented at the next BOD meeting (June 16, 2026). The pool of candidates is robust with more than 160 candidates. There has been tremendous engagement and alignment with the hiring committee.
- **Committee Appointments:** At the May 13, 2026 BOD meeting committee appointments were approved. Additional committee candidates were presented and current committee configuration is as follows:
  - Finance & Audit Committee:
    - Jocelyn Harris (Chair) (new)
    - Rob Matsuoka
    - Ted Goldthorpe
    - Evan Schemenauer (new)
  - Governance & Ethics Committee:
    - Stephanie Pagan (Chair)
    - Hannah Lazare
    - Alon Eizenman
    - Katherine Babony (new)
  - Nominations Committee:
    - Barbara Lockhart
    - Stephan Leblanc
    - Carolyn Meacher
    - Sean Aggus
    - Charlotte Henderson
    - Gerry Van Beek
  - LA 2028 Advisory Committee
    - Trish Chant-Sehl

All Directors were asked if there were any objections. There were none. **MOTION** to appoint

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additional candidates to Core Committees (as above) made by Stephanie Pagan. **SECONDED** by Barbara Lockhart. **CARRIED** all in favour.

B. Governance and Ethics Committee

Stephanie Pagan presented Committee updates.

- **Steering Group Update:** Work has been done with Staff to align current "working groups" to volunteer Steering Group(s). Member Council has been updated on the progress and Eva Havaris has started to review the Terms of Reference(s) to update and align these with current Bylaws and best practices.
- **Governance Training:** Stephanie met with a senior consultant that specializes in Governance training. This individual came highly recommended by Eva Havaris. Permission to engage further with this individual was requested of the Board. Permission was granted. Stephanie will pursue further dialogue to structure Governance Training for all Members, Staff and Board.
- **Safe Sport:** Continued review of documents and updating of documents. The G&E Committee will work towards building a complaint process structure.
- **BCLA/MLA Appeal:** A formal appeal was received by the Chair of the G&E Committee (April 11, 2026) specific to the BOD Policy Change decision of November 12, 2025 pertaining to the removal of provincial tiering (Type 1 / Type 2) for Senior A / Mann Cup (found in LC Governance documents).
    - After fulsome review by the G&E Committee, the following recommendation was made:
        - G&E Committee (Stephanie Pagan) **MOTIONED** to dismiss the November 12, 2025 BOD decision to Change the Policy related to the removal of Type 1 and Type 2 designations from section B.a).ii of the Regulations Manual. Thereby, reverting its status and reinstating Type 1 and Type 2 designations in the manual as was before, effective immediately. **SECONDED** Barbara Lockhart. **CARRIED.**
        - G&E Committee recommended key changes to future Policy Change requests that would prevent similar occurrences (e.g., documentation of consultation and support of change).
        - G&E Committee to undertake work to explore the implementation of an internal, independent appeals process.

C. Finance and Audit Committee: Committee update was deferred. See Finance Update in Section 4.C.

8. Board Only Discussion (in camera) 8:29pm. MOTION to move in-camera Rob Matsuoka, **SECONDED** by Barbara Lockhart. **CARRIED.**

BOD exited from in-camera at 9:02 PM ET; **MOTIONED** by Rob Matsuoka and **SECONDED** by Barbara Lockhart.
The meeting was adjourned at 9:04 PM ET; **MOTIONED** by Stephanie Pagan and **SECONDED** by Carolyn Meacher.