



**ONTARIO LACROSSE ASSOCIATION
BOARD OF DIRECTORS MEETING
TUESDAY JANUARY 12, 2021**

ATTENDANCE

In Attendance:	Jim Bomhof	President
	Marion Ladouceur	Past President
	George MacDonald	VP Finance
	Jim Leworthy	VP Junior-Major
	Tanya Thompson	VP Minor
	Mark Schuetzkowski	VP Field
	Rick Phillips	VP Coaching
	Ian Garrison	VP Officiating
	Colleen Grimes	VP Promotion
	Stan Cockerton	Executive Director
	Ron MacSpadyen	Marketing Director
	Jeramie Bailey	Promotions Director
	Bruce Codd	Technical Director
	Fiona Clevely	Administration
Vacancies:		VP Development
With Regrets:		None

**ONTARIO LACROSSE ASSOCIATION
BOARD OF DIRECTORS MEETING
TUESDAY JANUARY 12, 2021**

MINUTES

Meeting called to order at 7:05 PM.

Chairperson's Welcome (Jim Bomhof)

1. Jim welcomed everyone to the first Board of Directors meeting of the 2021 season. With the new year upon us, it is imperative that we all unite to work towards the betterment of the Ontario Lacrosse community through positive words and actions.
2. Ian Garrison submitted a request for virtual meetings to be recorded and stored by Jeramie.

To approve the virtual meetings of the Board of Directors to be recorded and stored for reference by Jeramie until further notice.

m/ Ian Garrison

s/ Colleen Grimes

CARRIED.

Review of the Previous Minutes (Board of Directors)

1. Previous meeting minutes from October 26, 2020 were not approved following the elections of the 2020 Annual General Meeting. These minutes require approval. Additional sections of the minutes, which took place in-camera, also require approval. These minutes were presented for discussion to provide context to the new members of the Board of Directors who were not present at that time.

To approve the October 26th, 2020 Board of Directors meeting minutes, as presented.

m/ Jim Leworthy

s/ George MacDonald

a/ Ian Garrison, Tanya Thompson, Colleen Grimes, Mark Schuetzkowski

CARRIED.

To approve the in-camera portions of the October 26th, 2020 Board of Directors meeting minutes, as presented.

m/ Jim Leworthy

s/ George MacDonald

a/ Ian Garrison, Tanya Thompson, Colleen Grimes, Mark Schuetzkowski

CARRIED.

To approve the in-camera portions of the October 22nd, 2020 Board of Directors meeting minutes, as presented.

m/ Jim Leworthy

s/ George MacDonald

a/ Ian Garrison, Tanya Thompson, Colleen Grimes, Mark Schuetzkowski

CARRIED.

2. Amendments were submitted to the previous minutes. The proposed amendments were not discussed.

To approve the December 9th, 2020 Board of Directors meeting minutes, as amended.

m/ Ian Garrison

s/ Tanya Thompson

CARRIED.

Review of the CLA Annual General Meeting (Jim Bomhof)

1. Following the OLA's AGM, the Canadian Lacrosse Association held their Annual General Meeting. The meeting was attended by Jim Bomhof, Marion Ladouceur, Stan Cockerton and Ron MacSpadyen.
2. Chuck Miller decided to not stand for re-election as the Director of Administration, and was succeeded by Paul Magnan. Tami Rayner was elected for a second term as Athlete Director.

Provincial Grant Availability (Ian Garrison)

1. Ian Garrison asked a series of questions about grants that are or may be available to the Ontario Lacrosse Association, and the eligibility of each. George MacDonald answered that base funding is provided by the Ministry of Heritage, Sport, Culture and Tourism Industries because of the OLA's status as a Provincial Sports Organization. Additional funding, on a one-time basis, has also been made available from the Provincial Government, which was applied for and received in 2020. CEWS and CERB continue to be accessed to maintain staffing. The Provincial Government has indicated that additional

funding may be available as the lockdown is extended, but details have not been made available yet. The OLA's Ministry consultant has circulated a preliminary outline to access funding as part of a Bilateral Agreement for Detailed Activity Planning, but final details on that process have yet to be received. The CLA has also published its application process for MA Relief as a result of the impacts of 2020, and the OLA is in the final stages of preparing its draft for submission. Colleen Grimes asked if the Ministry consultant is a third-party person, or if it is someone from within Minister MacLeod's office. Stan responded that the Ministry consultant is assigned through the Minister's office. Ian asked who is eligible to apply for grant funding. George responded that clubs and leagues are eligible to apply for Trillium Grant funding without directly involving the OLA in the process. Ian asked why grant money is not included as part of revenue in the officiating program's budget. Stan responded that officiating is part of the overall continued operations of the association, to which all members benefit, although this benefit may occur indirectly in certain areas. Should the officials wish to access Trillium Funding to support development, the OLA could assist in that regard.

Disclosure of OLA Committees (Ian Garrison)

1. Ian Garrison asked for disclosure of currently committee members. The RTA task force is currently comprised of Wendy Cuthbert, Jim Leworthy, Dr. Steve MacGregor, Max Perren, Barb Boyes, Tanya Thompson, Jim Bomhof and Stan Cockerton. These chairpersons are each responsible for an advisory subcommittee of between three and nine individuals who are responsible for preparing the information for compilation and approval. The process is supported by OLA staff members. The Ontario Human Rights Commission committee is currently chaired by Jim Bomhof; additional committee members names are being considered. The Discipline and Appeals Committees are approved on an annual basis, but the composition of these committees have not been decided at this point. Ian Garrison asked if there are any current committees whose members are also involved in committees at the CLA level, but are not currently part of the OLA's Board of Directors or the Board of Governors. Jim Bomhof indicated that he would look into this question. Colleen suggested preparing a spreadsheet to keep track of committee members.

Fraud Mechanisms in Sport (Ian Garrison)

1. Ian Garrison asked if the OLA has any resources that outline fraud prevention mechanisms to provide to clubs and associations that may experience financial malfeasance. George responded that, although the OLA does not have a specific anti-fraud policy, that training at each of the last three SAGMs has been

prepared for club treasurers to outline best practices to prevent fraud. These resources, including financial control measures and budget templates, are also included on the OLA's website for future reference. Modules have also been offered by both Ron Reed and Ian Woolridge, two respected members of the Ontario Lacrosse community who work in law enforcement. Ian suggested that putting these ideas into an OLA Anti-Fraud Policy would benefit the membership. Colleen offered to work with George to turn the SAGM presentation module into a written policy for approval by the OLA. This could also be useful information for circulation as part of the OLA's SAGM.

Membership Satisfaction Survey (Ian Garrison)

1. Ian Garrison asked if the OLA is willing to prepare and circulate a survey to gauge feedback and guidance from the membership, following the outcomes of the Annual General Meeting. Discussion took place to detail the basic goal and approach of the survey. Colleen indicated that questions/suggestions from members of the Board of Directors are welcome as part of preparing the survey, which can be used to inform action plans and direction for the future.

To approve Colleen Grimes, Ron MacSpadyen and two members of the Board of Directors or Board of Governors to prepare and circulate a survey to the membership.

m/ Ian Garrison

s/ Colleen Grimes

o/ Jim Leworthy

CARRIED.

Team Ontario Registration Fees (Ian Garrison)

1. A series of players from eastern Ontario registered to attend Team Ontario fall camps but were unable to participate because of health guidelines. These players reported that their registration fees were being held back automatically, but their registration was based on the fact that they were second-year bantam players. Moving up to participate at first-year midgets in 2021 means that these players are unlikely to make the Team Ontario roster. George confirmed that all registration amounts were refunded if requested, less the amount of payment processing fees. For those who did not reply to the request, their amounts have been held over.

OCFC Proposal (Mark Schuetzkowski)

1. The minor, junior and senior field commissioners are currently compiling information and feedback from each of their club representatives based on the OCFC proposal. Initiative feedback indicates that some clubs felt that they were not closely consulted in the preparation of this document. This is an ongoing process, and its rollout will be dependant upon public health restrictions. This proposal will also need to factor in the outcome of the OLA's RTA Guidelines.

Field Report (Mark Schuetzkowski)

1. The OMFLL Executive are looking forward to the revised RTA document as guidance to determine viability of programming. Leagues are accepting the fact that game formats and "league-approaches" may require creativity in order to operate. Time and effort is being focused on house-league programs within clubs in case a more complete opening is not permitted by the Provincial Government.
2. OJMFL and OSMFL leagues are currently in a holding pattern, as they typically don't operate until the fall, although they are closely watching other leagues to see what options may be available.
3. The OWFL is actively preparing for summer programming, but are also awaiting RTA guidance and further direction in regards to provincial restrictions. The league is requesting access to the registration software as a way to demonstrate their commitment to operating in 2021. Ron responded that registration access will be determined by each club's approved refund policy, which would be required prior to accepting payment for registration. The OWFL Executive is also curious about player releases as part of the OLA's RTA. This problem will also affect other sectors, so consistent parameters will need to be established.

VP Junior-Major Report (Jim Leworthy)

1. Positive conversations have been held with most of the commissioners at this point, and some good feedback has been provided. Formal meetings will follow these initial discussions where commissioners are asked to provide 5-10 items that require support or assistance, and some commissioners have already begun providing feedback.
2. The CLA has circulated a request to change the dates for negotiation approvals, as well as the number of players who would be allowed. This request is supported by OLA clubs. The Junior "A" Chairpersons are taking part in a CLA meeting tonight to represent Ontario's interest in postponing the Minto Cup for until the 2022 season. This interest is derived from perspectives of both health

and safety, as well as financial feasibility. Ian Garrison asked what the general consensus is from the remaining league commissioners in regards to participating in national championship events. Jim Leworthy indicated that the only league who has expressed an opinion at this point is the OJBLL, which is currently in a holding pattern until more information is available on travel restrictions and safety measures for sport. Ian responded that each league's executive council should be required to provide feedback prior to the end of January. Jim Bomhof indicated that it was likely that these leagues would expect more time to make a decision based on the fact that three of the four national championships are due to take place in Ontario this season, but that financial concerns to be able to host will likely drive the decision. The CLA has cautiously indicated that national championships will be "all or nothing" in 2021. Stan recommended that the appropriate commissioners should prepare a recommendation to be voted upon at the first Board of Governors meeting in February. Colleen responded that the CLA has publicly committed to making a decision by the end of January, which will likely help commissioners to plan their direction.

3. Jim Bomhof indicated that the transfer pool will likely remain small this year, which makes it a good opportunity to train Jim Leworthy on the process, as well as other areas of the portfolio that require attention.

VP Finance Report (George MacDonald)

1. There has been no real activity since the previous meeting, which means that financial position is stable. The CRA's Emergency Rent Subsidy has not yet been received for the submitted months of October and November.
2. Tanya asked if the majority of clubs have deposited their refunds that were processed by the OLA. Ron answered that Fiona had provided a list of those clubs, and Ron had followed up with each club president individually by email.

VP Promotions Report (Colleen Grimes)

1. Report submitted.
2. A proposed internal communications strategy was circulated for the Board of Directors to review. This strategy will guide the OLA's communications process for all sectors, and will include an internal newsletter circulated to club representatives following regularly scheduled Board of Directors meetings to engage the clubs in the direction of the OLA. Content for each newsletter would be pulled from meeting discussions, and would help to keep people updated during the period between the approval and posting of the minutes of each meeting. These newsletters would be bite-sized in length and include any high level decisions made by the Board of Directors that would normally be

communicated out via sector VPs following each meeting. This initiative arises directly from town hall meetings scheduled with club, league and zone representatives who are looking for quicker circulation of information following each meeting. Colleen and Jeramie will be responsible for this initiative, but if any Directors have important messages that they would like to see included, that input would be welcomed.

To initiate “The Inside Feed” internal communication newsletter following this meeting and going forward until further notice.

m/ Ian Garrison

s/ Rick Phillips

CARRIED.

3. Because the Semi-Annual General Meeting will be virtual in 2021, there is an opportunity to utilize different leaders in the lacrosse community who would normally be unable to participate in-person, as well as extending the reach of information to the Ontario Lacrosse community. It will be beneficial to make this event accessible to as many people as possible. Because this is a departure from previous SAGMs, the event will be rebranded as Ontario Lacrosse University, with an emphasis on educational resources that benefit our members. The proposed dates are March 18-21, 2021. Stan asked Colleen and Jeramie to attend the LaxCon as part of their preparation for this event.

To host Ontario Lacrosse University virtually March 18-21, 2021.

m/ Colleen Grimes

s/ Marion Ladouceur

CARRIED.

4. Feedback from the league/zone townhalls has identified a number of common themes: volunteer burn-out, planning for RTA, and communication from the OLA. These themes will help to guide planning for the future of the association.

VP Officiating Report (Ian Garrison)

1. The revised officiating organizational chart that was displayed at the December 9th Board of Directors meeting has not generated any comments or feedback. This chart displays the roles and relationships between individuals within the officiating portfolio, and includes the positions of both the OLA and OLOA representatives for each position. Certain positions are not yet filled with names. Mark asked if any of the positions have honorariums. Ian responded that all

positions included in this chart are on a volunteer-basis, aside from any honorariums that may be outlined in the Collective Bargaining agreement. George MacDonald asked if a staff member should be included in the organizational hierarchy. Ian responded that Jeramie will provide direct assistance as a staff member, but that the authority of the program rests with the Board of Directors. Stan indicated that Board of Directors do not have “deputy” positions. Ian responded that the position title isn’t set in stone, but that Shane Hubbard will assist Ian as an OLA representative where necessary.

2. A proposal is being developed to rename the Referee Development Committee as the Officiating Action Team. The proposal uses new terminology and removes superfluous material, but the essence and scope of the committee will remain the same.

To approve renaming the RDC to the Officiating Action Team, with names for the updated committee structure to be shared.

m/ Ian Garrison

s/ Colleen Grimes

CARRIED.

3. The OLA / OLOA Task Force will reconvene beginning next week. Jim Bomhof will reconnect with Al Orth to move things forward.
4. The OLOA has agreed to assist in rolling out clinics through Google Classroom for the 2021. All officials will be provided with a google email address. Online clinic material is in the initial stages, pending RTA guidelines and the current climate for league play in 2021. If it becomes safe to do so, online training of NOCP-elements would be followed up with local in-person training at venues that are convenient for clubs to access. Asynchronous virtual learning, followed by in-person instruction that builds upon elements taught online, will be the new approach to training officials going forward. For next meeting, it will be necessary to determine how registration will work. Mark asked whether officials will be trained according to RTA rules and approaches. Ian responded that, although the officials have not yet seen the RTA document, officials will be required to learn the substituted elements of RTA that will apply to their duties. The NOCP is aware of these provincial modifications, and has given approval for this season. Ron asked if referee registration will include payment. Ian responded that the focus of the officiating leadership, at this time, is to launch the content and get the officials trained, and that discussions of registration payment will take place in due time. Jim Bomhof asked if officials who already used Google email addresses would be required to use the address provided by the OLA for the purpose of clinics. Ian responded that all email addresses would

be specific to the organization for the purpose of training, instruction and assignments.

5. Jim Leworthy asked if the OLOA is an NFP organization. Ian responded that the OLOA is NFP incorporated. Jim Leworthy asked if the OLOA has a constitution that could be provided to the OLA. Ian asked of the relevance of the request. Jim Leworthy repeated his question. Ian invited Jim Leworthy to follow up with Ryan Wilson for this information.
6. Horizon Webref is set to expire at the beginning of next week (January 18th). Because the subscription costs could not be clawed back from 2020, there is consensus among the officiating leadership to let the platform lapse, in order to cut costs for 2021. In the meantime, officials can be assigned to RTA leagues using email, phone calls, text messaging or google sheets (which is currently in use to assign the Ontario Lacrosse Festival and the OMFLL).
7. Meetings have taken place with representatives from all sectors, but the most exciting information has come from the OWFL officials, who have been underrepresented at previous Board of Directors meetings. Ian will encourage all sectors to become more involved in action planning for the direction of the officiating portfolio.
8. Doug Luey has expressed interest in unification of the box playing rules. Ian recommended discussing whether the World Lacrosse rulebook should be considered for adoption by the CLA, which is what the Men's Field sector has recommended to the CLA's Board of Directors for that sector. The inability to make changes to the current playing rulebook is frustrating for a lot of leaders in the game; not only the officials. Bruce Codd added that a competition committee of leaders currently involved in the game, which exists in other leagues, could help to guide this process in Ontario.
9. Ron asked if there are established game fees for officials for participation in RTA modified games. Ian responded that the Collective Bargaining Agreement between the OLA and OLOA is expired, and suggested that it may be best to renew the 2020 terms for one year.

VP Minor (Tanya Thompson)

1. There is messaging circulating that about start dates for RTA from other sectors, which is causing confusion in minor box.
2. As mentioned by Colleen, virtual townhalls to connect with zone and club representatives have been very positive. Everyone is anxious to receive the RTA guide so that planning for the 2021 season can be rolled out. Jeramie is doing a good job on the RTA document so far, but it is imperative that this is finalized and published as soon as possible.
3. The invitational tournament committee will be meeting this week to discuss its three step approach to the upcoming season: teams play within their

community, teams interlock with neighbouring associations as approved by Zone Directors, and regular game play.

4. There will be a women's box lacrosse summit held next week (January 18th) to talk about how girls box lacrosse can be grown throughout all divisions. This will lead into an action plan for an Ambassador's Program that is intended to generate conversation, excitement and feedback through social media, which Colleen has agreed to assist with.
5. Minor Council is considering implementing electronic game sheets, and this conversation may extend to Mark Schuetzkowski and Jim Leworthy for their sectors as well. The initial quote seemed expensive, but this is the right year to embrace as many changes as possible in a cost-effective manner.

VP Coaching (Rick Phillips)

1. Coaching clinic application forms are being prepared to be published on the OLA website. This is an opportunity to gauge interest from clubs, not a commitment to hosting coaching clinics in 2021. James has confirmed with the NCCP that there will be no full certification of coaches without in-person, on-floor/on-field components. Any approval for coaches for 2021 would be subject to the provincial restrictions and individual requirements of each MA.
2. The CLA is recommending that Introduction to Competition coaching clinics not be operated in 2021. Instead, coaches would need to complete Making Ethical Decisions and Making Headway online training modules, and be granted approval to coach above U11 on a one-year basis. Bruce added that there may be opportunities for online professional development of coaches throughout the season. Ian asked what the maximum number of participants would be inside of a coaching course. Bruce responded that, in the past, virtual coaching clinics have been capped at 25 participants, and in-person coaching clinics have been capped at 50 participants. Ian indicated that pressuring the NOCP committee to embrace online educational delivery had worked for the officials, and that the coaching sector should consider the same approach. Bruce responded that the coaching sector would be interested in reviewing what the officiating leadership team is putting together to see if this approach could work for coaching as well.
3. Mark asked if professional development coaching sessions would be included as part of Ontario Lacrosse University, and if coaches would also receive specific training on RTA rules and approaches. Bruce and Colleen agreed that coaching rollout of RTA would be an important factor in club understanding and the success of the structure of RTA game play. Clubs are already reporting that it has been difficult to retain volunteer coaches after last season, and if the requirements to become a coach are reduced for 2021 through temporary certification, that clubs would be able to recruit new volunteer coaches.

2021 Meeting Dates (Jim Bomhof)

1. The Planning Meeting is tentatively scheduled for the last week in January. Everyone is required to submit their action plans prior to this date for circulation. During these planning sessions, directors will be given the opportunity to drill down and explain how their portfolios will be operated in 2021. This will be different for everyone because of the unexpected nature of operations this season, so action plans will need to be flexible and take into account that decreased player registration revenues will limit the potential implementation of certain actionable items. Colleen asked for permission to be working on Ontario Lacrosse University implementation ahead of the approval of 2021 action plans. Permission was granted on the basis that any financial implications would be shared with George. A basic budget has been prepared.
2. The OMFL Executive has submitted a request to meet with the OLA Board of Directors as a whole to review the findings of the Financial Review committee. The Board of Directors agreed to meet on January 20th, at 7:00pm.

Committee Appointments (Jim Bomhof)

1. As previously mentioned, committees will be compiled into an excel spreadsheet for everyone's knowledge. The excel document will include the name of the committee, its purpose, the names of the members, and their approval date. The OLA's Rules & Regulations outlines a number of committees, and it is necessary to make sure that all committees are appropriately structured and balanced. Historically these committee members are approved at the planning meeting, though it will be necessary to be flexible this year.

VP Development Appointment (Jim Leworthy)

1. Jim Leworthy proposed Sonya Crossey to serve as the OLA VP Development. Rick seconded the proposal.
2. The VP Development role can be of assistance to clubs as they reorient themselves for the 2021 season. Sonya Crossey is proposed to fill this position on an interim basis until the 2021 Annual General Meeting. Jim Bomhof asked if it is necessary to fill this position at this time. Jim Leworthy responded that the OLA's Rules & Regulations prohibits the holding of two positions; as a result of Jim Leworthy's appointment as VP Junior-Major, this position must either remain vacant until the 2021 AGM or be filled, but cannot continue to be held.
3. Ian Garrison stated that it was unbecoming of the Board of Directors to appoint Jim Leworthy to the position of VP Junior-Major, given that both Jim Bomhof and Jim Leworthy had expressed intentions to stand for election of OLA

President in 2020. Ian stated that a backdoor deal was made to avoid an election for the position of President. Furthermore, the appointment of Sonya to any position on the Board of Directors ignores the will of the membership to prevent Sonya from continuing to represent the OLA. Elected officers have a responsibility to the membership, and Sonya's appointment would be disrespecting that duty. There are other members of the Ontario Lacrosse community that can and will serve in that position, and those candidates should be considered instead of Sonya. Ian proposed two solutions: leaving the position vacant for the 2021 season, or removing Sonya's name for consideration and soliciting interest from other candidates to fill this position.

4. Marion explicitly denounced the accusation of a backdoor deals made to appoint Jim Leworthy to the position of VP Junior-Major in order to avoid an election for the OLA Presidency. To refute the claim, Marion pointed out that Jim Bomhof had performed a number of duties in both 2019 and 2020 to support the Presidency. When Jim Leworthy began serving as a member of the Board of Directors in 2019, he openly stated that he wished to eventually serve as the OLA VP Junior-Major should the opportunity arise. Ian stated that Jim Bomhof admitted to this accusation in a private conversation. Jim Bomhof acknowledged that this conversation may have insinuated this point, but in reality, all succession planning was done openly in discussions with the previous Board of Directors prior to the 2020 AGM. Ian countered Jim by stating that perception is reality, and that it will appear to the membership that the Board of Directors is simply being reshuffled to maintain the involvement of previous directors.
5. Tanya pointed out that Sonya was defeated twice in elections. This demonstrates that the membership did not have faith in Sonya to perform the roles for which she accepted the nominations of. Tanya recommended either leaving the position vacant until the November 2020 AGM, or identifying another suitable candidate to serve the position.
6. Mark pointed out that, unlike the VP Junior-Major position, letters of interest had not been received from any candidates prior to this meeting, including Sonya. Mark agreed with Tanya that the appropriate options in this circumstance would be to leave the position vacant until the November 2021 AGM, or to identify any additional interested and/or suitable candidates to serve the position.
7. Ian referenced the revised NFP Act, 2021 which was provided to the OMFLL, states that the OLA will exceed its allowable number of appointments for this cycle. The membership defeated Sonya twice, and that should be taken into account by everyone who votes on this motion. Tanya asked for clarification on potential repercussions under the NFP Act, 2021. Colleen stated that the repercussions aren't clear because the Act isn't in effect yet, but its intention to protect organizations against making a large number of appointments without consulting the membership.

8. Stan clarified that two positions cannot be held by one person simultaneously, but that one person could have oversight into another portfolio in the absence of a person serving in that position (similar to when a director asks another for support over their portfolio to cover a temporary absence). The person covering two positions would not be eligible to vote twice, but would have oversight and responsibility to cover off the duties on a transitory basis.
9. Ian proposed Krista Swanson to serve as the OLA VP Development. Tanya seconded the proposal.
10. Tanya suggested a third option to resolve the discussion: the Board of Directors could appoint a development committee to oversee the portfolio, as opposed to one person.
11. Colleen indicated that she would be hesitant to vote on this matter.
12. Ian shared that he had asked Sonya directly, during their time on the officiating task force, what she had done for the promotion of officials in any sector during the previous two seasons. Sonya answered that she had not done anything in this regard.
13. George suggested that, if the Board of Directors is intending to select either Krista or Sonya, that both candidates submit a declaration of intent, as well as a brief experience outline, that would help voting members make an informed decision. In absence of having the necessary information to make a decision, George supported leaving the position vacant for the 2021 season and allowing the membership to decide.
14. Ian argued that because Sonya was defeated once in a position she aspired to hold, a second time to a position she previously held, and potentially a third time in this motion. This creates an image of the OLA's Board of Directors as one that is not willing to listen to the membership's feedback. As a result, if this motion is called to question, it will be made a rollcall vote.
15. Tanya shared that Sonya has attended but not offered assistance with any RTA preparation to date, whereas Krista has committed to helping Colleen with the SAGM and other tasks related to promotion, as she has done in the past.
16. Marion agreed with George; the best course of action is to leave the position vacant for 2021. The basis for Marion's position is that the conversation has turned negative because strong personalities are interfering with the discussion. Ian denied that there are any personality issues at play.
17. Jeramie pointed out that there are two motions simultaneously on the table, which violates parliamentary procedure. Aside from that, five people have expressed hesitation throughout this discussion to proceed with any appointment, which constitutes a majority.
18. Stan recommended that any appointment should be made by a fully informed Board of Directors, which would necessitate volunteer resumes from both candidates who wish to stand for the position.

19. Colleen restated the options available to the Board of Directors: leaving the position vacant, proceeding to vote on each of the candidates, or appointing a non-voting small committee to oversee the development portfolio. To avoid escalating the situation, it is suggested that Board of Directors members communicate individually to Jim Bomhof offline following the meeting about their concerns and recommendations on how to proceed.
20. Ian offered to withdraw his proposal of Krista if Jim Leworthy agreed to withdraw his proposal of Sonya. Marion agreed that this was the best course of action. Jim Leworthy declined the opportunity to withdraw the first motion. Stan and Marion urged Jim Leworthy to reconsider. Jim Leworthy obliged. The topic will be resumed at the next Board of Directors meeting, provided intention has been received for each candidate.

To appoint Sonya Crossey to the Board of Directors in the role of VP Development on an interim basis until the 2021 Annual General Meeting.

m/ Jim Leworthy

s/ Rick Phillips

TABLED.

To appoint Krista Swanson to the Board of Directors in the role of VP Development on an interim basis until the 2021 Annual General Meeting.

m/ Ian Garrison

s/ Tanya Thompson

TABLED.

RTA Committee Update (Jeramie Bailey)

1. Jeramie provided the RTA update. This document is approximately two-thirds complete; the contributors have done a fantastic job of submitting information. Once it has been completed, the Board of Directors will be asked to carefully review and provide their feedback. The hope is to finish this document as soon as possible.

Division Renaming (Ron MacSpadyen)

1. The Board of Directors reviewed a proposal to rename the age divisions of minor box in accordance with the OMFL and OWLF leagues. The minor box divisions will be renamed as U9 (Tyke), U11 (Novice), U13 (Pee Wee), U15 (Bantam), U17 (Midget) and U22 (Intermediate). The definition of the division name is *U(nder) X*, which means that the division includes all players of the age cohort that is less than the number in the division title.

2. Colleen stated that a number of associations use program-specific names for their U5 and U7 divisions, including Small Fries and Little Laxers. Since these divisions do not participate in provincial championships or invitational tournaments, it would be best to hold off on renaming these divisions without consultation from club representatives. The U5 and U7 divisions will remain as Peanut/Soft and Paperweight, respectively.

To rename the minor box age divisions according to the presented proposal, aside from the Peanut/Soft and Paperweight divisions which will retain their current names, effective for the 2021 season.

m/ Marion Ladouceur

s/ Tanya Thompson

CARRIED.

Club Refund Policies & 2021 Registration (Ron MacSpadyen)

1. Lengthy discussions and lessons learned from the 2020 season indicate that not only do the majority of clubs not have a club-level refund policy in place, but that those clubs who do have an established refund policy do not have it clearly posted for members to review prior to registration. This must become a requirement for all clubs prior to any RTA registration for 2021.

Prior to opening Sportzsoft registration for the 2021 season, each club is obligated to post or otherwise clearly communicate a club-executive-approved refund policy that each participant can review prior to the completion of registration.

m/ Ian Garrison

s/ Marion Ladouceur

CARRIED.

2. Without dates, times and locations that are clear, along with the club-approved refund policy, Sportzsoft should only be open as a communication platform for clubs, but products should not be added until the approval of the RTA Guide. Tanya and Ron agreed to continue this discussion offline to determine the best course of action in guiding clubs towards being prepared to open registration. This would include a discussion about non-refundable OLA fees, for which each club will be provided a complete list and be required to acknowledge receipt of.

Conflict of Interest (Ian Garrison)

1. Ian raised a concern about a potential conflict of interest with an OLA member who is not part of the Board of Directors, but also sits on the CLA Board of Directors.

To move this portion of the meeting in-camera.

m/ Ian Garrison

s/ Tanya Thompson

CARRIED.

The remainder of this discussion took place in camera.

To move the discussion out-of-camera.

m/ Ian Garrison

s/ Colleen Grimes

CARRIED.

Compliance Documentation (Jim Leworthy)

1. Jim Leworthy asked for an update on compliance submissions from the members of the Board of Directors. Jim Bomhof agreed to meet with Jeramie and Colleen to review wording in the current acknowledgements that some members found objectionable and suggest changes prior to the next meeting.

To adjourn the January 12th, 2021 Board of Directors meeting.

m/ Mark Schuetzkowski

s/ Ian Garrison

CARRIED.

Meeting adjourned at 10:45 PM.