



**ONTARIO LACROSSE ASSOCIATION
BOARD OF GOVERNORS
TUESDAY MARCH 16, 2021**

7:00 PM

ATTENDANCE

In Attendance:	Jim Bomhof	OLA President
	Marion Ladouceur	Past President
	George MacDonald	VP Finance
	Jim Leworthy	VP Junior – Major
	Tanya Thompson	VP Minor
	Mark Schuetzkowski	VP Field
	Ian Garrison	VP Officiating
	Rick Phillips	VP Coaching
	Sonya Crossey	VP Development
	Colleen Grimes	VP Promotions
	Doug Luey	Major Series Lacrosse
	Joe Hiltz	Ontario Series Lacrosse
	Shelly Nobile	Senior Series Lacrosse
	Sue Finnen	Senior Women’s Box
	Jason Shuttleworth (Guest)	Junior “A”
	Jeff Williamson	Junior “A”
	Dave Vernon	Junior “B”
	Reg Holinshead	Junior “C”
	Scott Morrison	Zone 4
	Greg Rampley	Zone 5
	Paul Vivian	Zone 6
	Rory Smith	Zone 7
	Eddy Jack	Zone 8
	Nicole Napper	Zone 9
	Wendy Bennett-Costante	Zone 10
	Yvonne Harding	Women’s Field
	Scott Matthews	Junior Men’s Field
	Joel Firmin	Senior Men’s Field
	Jennifer Price	Minor Field
	Ryan Wilson	OLOA
	Stan Cockerton	Executive Director
	Bruce Codd	Technical Director
	Ron MacSpadyen	Programs Director
	Jeramie Bailey	Promotions Director
	Fiona Clevly	Administration

With Regrets:

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BOARD OF GOVERNORS
TUESDAY MARCH 16, 2021**

MINUTES

Meeting called to order at 7:04 PM.

President's Welcome (Jim Bomhof)

1. Welcome to this OLA Board of Governors meeting which is being held to approve the 2021 General Operating Budget.
2. Jeramie recited a land and territory acknowledgement.
3. OLA Life Member Ruby Lang passed away earlier today. She was an OLA Merv MacKenzie Award recipient (1990), OLA Life Member (1993), Thomas "Tip" Teather Trophy winner (2000), Ontario Lacrosse Hall of Fame Inductee (2002, Builder Category), the first ever OLA Golden Stick Award recipient marking 50 Years of Volunteer Service to the OLA (2017), and was well-recognized by many in the lacrosse community for her countless contributions to the game. The Ontario Lacrosse Association's Board of Governors observed a moment of silence in memory of Ruby Lang.

To add "the status of Major Series Lacrosse players" and "the status of affiliation agreements between junior and senior leagues" to the March 16th, 2021 Board of Governors meeting agenda.

m/ Jeff Williamson

s/ Ian Garrison

CARRIED

To add "Board of Directors meeting dates" to the March 16th, 2021 Board of Governors meeting agenda.

m/ Ryan Wilson

s/ Tanya Thompson

CARRIED

To approve the March 3rd, 2021 Board of Governors meeting minutes.

m/ Marion Ladouceur

s/ Eddy Jack

CARRIED

To approve the March 3rd, 2021 Board of Governors in-camera meeting minutes with amendments.

m/ Ian Garrison

s/ Marion Ladouceur

CARRIED

2021 Operating Budget (George MacDonald)

1. The 2021 operating budget was presented for discussion. The operating budget and reasonable and appropriate given the desire to support clubs and leagues through an uncertain 2021 season.
2. Estimating for major events is beyond the scope of this budget at this time, but should there be provincial permission for major events to take place this season, the budget would be adjusted accordingly.
3. The budget includes funding received from the CLA that was sourced by the OLA staff members to offset operational costs for the 2021 season.
4. A non-refundable membership fee of \$22.10 will be charged to OLA members for registration going forward.
5. A number of cost-saving adjustments to each budget line item were highlighted by George. The staff accepted a salary reduction through 2020 which will continue to be in place in 2021. Financial support programs have been received which allows the OLA to continue operations until the situation return to normal.
6. A total of \$85,000 has been earmarked to subsidize OLA clubs and leagues who execute RTA programming for the upcoming season. This assistance money will be accessible to applicant associations to support their needs as the sport continues to shift with changing restrictions. An additional \$50,000 will be used to continue to support programs that the OLA has operated or subsidized at the provincial level in previous years. Two committees will be struck by the OLA Board of Directors to oversee the disbursement process and timelines. This is a positive measure to support our organizations throughout this difficult situation.
7. Ian Garrison asked for each proposed budget line to be specifically itemized. George MacDonald responded that the operating budget is separated into 30 lines that detail the key areas of expenditures, and that, based on the uncertainty of the upcoming season, this budget itemizes the information as best as possible.
8. Ian Garrison asked for the individual staff salaries, delineated by part-time and full-time, and the vehicle lease details to be itemized for the Board of

- Governors. George responded that the budget presentation allows for each line to be spoken to while maintaining a manageable document.
9. Ryan Wilson asked if there are plans to reduce telecommunications services, given the extended nature of work-from-home arrangements. George responded that further reductions are being sought, including telephone lines and photocopier expenses, but are dependent upon agreements that were put in place prior to the pandemic's outbreak.
 10. Ryan Wilson asked for clarification on insurance payment timelines. George answered that insurance agreements are made annually in December.
 11. Ryan Wilson asked if Fiona Clevely is fairly compensated for the work that she does, based on part-time and full-time delineations in the budget. Stan responded that all staff members contribute on a full-time basis, with Fiona's time divided between working in the office three days a week and the remainder of her schedule remotely. Fiona added that her compensation is equal to her employment schedule, and that the nature of all staff employment necessitates flexible hours, including evenings and weekends outside of the office.
 12. Wendy Bennett-Costante asked for the budget title to include the phrase "fiscal year" so that the governors clearly understand the timeline for each annual budget and how that differentiates from a calendar year.
 13. Wendy Bennett-Costante asked which budget lines are allotted to the AGM and SAGM. George responded that the AGM is titled "Convention" and the SAGM is titled "Planning" (lines 19 and 29, respectively). Although these events have been operated virtually, there are still costs associated with the digital platform and execution of each.
 14. The RTA grant availability program will be a welcome relief to clubs and leagues who need assistance to continue their operations. Wendy asked what the disbursement process and timelines will be decided, and whether clubs who are located in "hot spot" areas will still be eligible to apply even if RTA program options are limited by their restrictions. Stan responded that all clubs will have equal opportunity to apply for funding, and that the OLA is committed to assisting clubs who are in need, regardless of whether or not they are provincially eligible to offer programs in the immediate future.
 15. Jason Shuttleworth asked what percentage of the total staff salary line is supported by the wage subsidy. George responded that annual gross wages are approximately \$400,000, which have been temporarily reduced by 20% as a cost saving measure. Jason asked if all staff are fairly compensated for the service they provide to the organization, and suggested that the presentation of the budget could be improved by

categorizing staff salaries so that the Board of Governors could determine if everyone is paid commiserate to their involvement, or whether the salaries line should be increased. George responded that individual staff salaries are confidentially co-managed by the executive director and the president, but are rooted in both experience and ability. Jason suggested that an external HR Committee be responsible for examining wages and staff positions going forward, and suggested that the OLA may wish to increase its staffing levels when regular game play opportunities return. Stan responded that an HR Committee may be formed in the future to address employment measures in the future.

16. Ian asked if continuing to offer reimbursement of the vehicle lease was prudent, given the ongoing recommendations that staff work from home during the pandemic. Stan responded that the vehicle lease agreement was accepted in lieu of a raise many years ago, and is part of the executive director's annual compensation package.
17. Ian asked when annual performance reviews are conducted. Stan responded that he is in touch with staff members on a regular basis, and monitors performance according to objectives established through the annual planning process. If an issue arises, it is discussed directly with that staff member. Formal appraisals are not conducted, but an HR Committee may be formed in the future to address employment measures in the future.
18. Ian asked what cost saving measures are in place. Stan responded that the budget clearly reflects cuts in the majority of lines from the approved 2020 budget. As well, additional relief funds have been sourced by office staff members on an ongoing basis to ensure that the presented budget is able to provide sustainable programming options and support to leagues and clubs through 2021. The most significant cost saving measure is the temporary staff salary reduction that has kept everyone working.
19. Greg Rampley asked whether the OLA assumes financial risk for anticipated budget against expenses under the insurance line. George answered that the insurance budget is based on 10,000 anticipated athletes registering in 2021. Current year expenses for insurance is based on the previous year's registration numbers; insurance numbers are not estimates of an upcoming year. Financial risk in this category is low because that amount is currently available for the OLA's operations.
20. Tanya repeated the obligation for the HR Committee to be established so that staff salary amounts are overseen by an external body. Tanya suggested that, in the absence of a season, that specific staff members be laid off. Tanya also suggested that specific staff salaries should be

available to any Board Governor or member who asked for that information, and that staff members should not be consulted on whether or not they are comfortable with this request. George responded that staff salary ranges could be provided to the Board of Directors, if that is both legitimate and appropriate. Stan repeated that the majority of the budget revenue page has been sourced directly by staff members, and that many sacrifices have been made to keep staff employed, in line with the expressed objective of the provincial government for employers to maintain staff levels wherever possible.

21. Ryan Wilson stated that all staff members are doing excellent work, and that the HR Committee should be established for the purpose of ensuring that all staff are fairly compensated for the work that they perform, including eligibility for merit-based and performance raises, particularly because it is part of the Rules & Regulations.
22. Shelly Nobile stated that the goal of the Board of Governors must be focused on being ready and able to begin play when it is safe, and that all six staff members play an integral role in ensuring that this happens. The presented budget includes a total amount for staff salaries which is reasonable when viewed in connection with the rest of the operating budget, and that the desire to know specific salaries of individual staff members is both inappropriate and unnecessary to the comprehensive understanding that is necessary to pass the budget.
23. Dave Vernon asked if everyone who wishes to know specific staff salaries would be willing to also divulge their personal salaries. Jim Leworthy added that all staff members are added value to the organization, and the lack of organized game play does not mean that there isn't a lot of work that needs to be done to ensure that the association is ready for the return of play.
24. Marion responded to the question about cost saving measures by highlighting the differences in the 2019 operating budget (~\$2,000,000) and the proposed 2021 operating budget (~\$800,000). The staff have always been a valuable resource to the membership, and deserve to be appreciated for the work that they do. Being fiscally responsible does not need to mean being disrespectful to people who have given their lives to the game. George reiterated that no part of the non-refundable membership fee goes towards staff salaries.
25. Jeff Williamson asked if the Ontario Public Salary Disclosure Act would apply in this circumstance. George answered there are not any staff members who would meet the threshold for staff salary disclosure as part of the current budget proposal.

To approve the 2021 OLA Operating Budget as presented.

m/ George MacDonald

s/ Marion Ladouceur

DEFEATED

In Favour: Greg Rampley, Dave Vernon, Nicole Napper, Shelly Nobile, Marion Ladouceur, Jim Leworthy, Mark Schuetzkowski, Sonya Crossey, Rick Phillips, George MacDonald

Opposed: Joe Hiltz, Jeff Williamson, Paul Vivian, Rory Smith, Reg Holinshead, Eddy Jack, Joel Firmin, Wendy Bennett-Costante, Scott Matthews, Doug Luey, Jennifer Price, Yvonne Harding, Ryan Wilson, Tanya Thompson, Ian Garrison, Colleen Grimes

26. Ian Garrison suggested that, in order for the budget to pass, the largest line items need to be further explained so that the governors have a better understanding of what they are voting for.
27. Doug Luey suggested that Stan arrange to receive a legal opinion on whether specific salary disclosure is appropriate. Further discussion should be focused only on approving the budget; not on anything else.
28. Jennifer Price stated that disclosure of staff salaries to the Board of Governors is inappropriate; this should be the responsibility of a Human Resources Committee to oversee this area of the budget.
29. Ryan asked why Human Resource Committees haven't been part of the OLA's standard operations in the past. Marion responded that the basis for establishing a Human Resources committee was rooted in ensuring fair hiring practices, and was in place at the time that Jeramie and Bruce were hired, but has not been enacted since. Jim Bomhof responded that this committee will be enacted according to the Bylaws.
30. Jim Leworthy asked how soon a revised budget can be brought to the table for reconsideration. Stan responded that additional details can be added to the budget, presented to the Board of Directors for feedback, and then presented to the Board of Governors for approval. The Governors should be prepared to meet again within 14 days.
31. Ian Garrison suggested that staff salaries not be paid beyond a period of two weeks until such time that the Board of Governors has passed the operating budget. Shelly Nobile asked if there was a date in the Bylaws or Rules & Regulations which stipulates that the budget must be passed by a certain date in order for staff to continue to be paid. Stan responded that there is no date by which a budget must be passed for staff salaries to be

paid. Shelly suggested that staff should not face the prospect of not being paid as a result of the Governors choosing to defeat a budget that was not prepared by staff members. Jeff Williamson added that the staff should be assured that the Governors are not suggesting that salaries not continue to be paid. Jim Leworthy suggested that the Board of Governors may be treading closely to violating employee's rights through this discussion.

32. Wendy Bennett-Costante asked for clarification on budget timelines. Stan responded that the first meeting of the Board of Governors each year is in March, and the Board of Governors is charged with the responsibility of approving the operating budget, despite the fiscal year being October through September. George suggested that this timeline be revised in future years to be in line with each fiscal year.

To direct Stan Cockerton and George MacDonald to revise the 2021 general operating budget to include additional details for recommendations from the Board of Directors within seven days and approval by the Board of Governors within fourteen days.

m/ Jim Leworthy

s/ Ian Garrison

CARRIED

New Business (Board of Directors)

1. Ron presented a recommendation to the Board of Governors regarding a temporary amendment to the CRC process for the 2021 season. For coaches and trainers who were properly registered and CRC-approved in 2019, an offense declaration form could be submitted to the association's privacy officer which would cover the period of 2020 and 2021. For coaches and trainers who were not properly registered and/or CRC-approved in 2019, a new criminal record check would need to be submitted to the association's privacy officer for the 2021 season.

To approve the temporary amendment of the OLA's Screening Policy permitting those participants who were properly registered and CRC-approved in 2019 to complete an offense declaration form which covers the period of 2020 and 2021.

m/ Ryan Wilson

s/ Jim Leworthy

CARRIED

2. Colleen and Jeramie spoke about the upcoming Ontario Lacrosse University event. Board of Governors are urged to register to attend, and encouraged to share the event within their leagues and zones to boost the audience. This event is gained momentum quickly when the speaker schedule was shared, and the benefit to OLA clubs and members is that there is a real opportunity for people to learn and engage with valuable messages throughout the weekend. Rory Smith asked if sessions would be recorded for post-viewing, provided the speaker agrees to be recorded. The hope is for all sessions to be available after the event as a resource for ongoing support, but the value is attending live as much as possible because participation allows for dialogue between the speaker and the attendee. Jim Bomhof commended Colleen and Jeramie for their efforts in organizing this event.
3. Ian asked for the reinstatement of the OLA / OLOA Officiating Task Force within 14 days. The group has not met since the OLA's Annual General Meeting, but there is an opportunity for improve the officiating experience through the efforts of this group. Ryan Wilson added that it is necessary to understand that the committee's chairperson, Al Orth, has been attending to some non-lacrosse matters, and that the delay in moving forward with the group is not any individual's fault. Jim Leworthy asked if existing committee members will need to be renamed. Jim Bomhof advised that the committee structure should be reassembled because some previous members are currently serving in alternate positions. Stan Cockerton echoed Ryan's statement that it is important to re-enact this committee in order to address outstanding concerns.

To reassemble the OLA / OLOA Officiating Task Force to address concerns related to the officiating portfolio.

m/ Ian Garrison

s/ Eddy Jack

CARRIED

4. Reg Holinshead asked if there has been a determination on team entry fees for the 2021 season. Stan Cockerton answered that team fee decisions will be dependent upon what type of play is permitted. If league play is permitted, teams fees have historically increased annually according to CPI, and this amount can be provided by George MacDonald. In the absence of league play, an alternate structure will need to be determined by the Board of Directors.

5. Reg Holinshead asked about whether or not the OLA has a refund policy in place, should the season end abruptly. George MacDonald responded that non-refundable team fees would be discussed at the time where sanctioned league play becomes permissible, but it is too soon to say what those amounts might be. Ryan Wilson asked if non-refundable team fees, if included in the revised budget, could be clearly delineated to alleviate participant concerns after the fact. Jeramie and Ian have already prepared this information as an internal measure of the officiating registration portal, and it is recommended that this be implemented for players as well.
6. Reg Holinshead asked about whether OLA Regulation R6.07 will be enforced for players participating in competing leagues without the permission of the Ontario Lacrosse Association. Jim Bomhof answered that the decision to implement this rule will be discussed by the Junior-Major Operating Council in a way that fairly balances each player's opportunity to play with each league's opportunity to operate. Stan added that all leagues will be affected differently, and it's important that any decision is carefully thought out. Ian stated that the decision to review this rule should not be the responsibility of the Junior-Major Operating Council, but should be immediately implemented by the chairperson because it is an existing rule. Jim Bomhof responded that the governors are stakeholders in this matter and discussion is welcome through the Junior-Major Operating Council. Shelly suggested that the recommendation be forwarded to the Board of Directors for approval, and Doug Luey agreed that this is the best course of action to address this question. Tanya Thompson suggested that this issue will also affect minor box and field leagues, and that consistent direction should be given for all sectors.

To request the Board of Directors to amend OLA Regulation R6.07(a) and (b) according to the recommendations of the Junior-Major Operating Council Commissioners.

m/ Reg Holinshead

s/ Jim Leworthy

TABLED

7. Jeff Williamson asked for clarification on the status of a number of graduating Junior "A" players for whom the Ontario Junior "A" Lacrosse League has not received compensation for under OLA Regulation 6.23. Jim Leworthy responded that he had reviewed available information which indicated that the OJALL clubs had not received reimbursement for the

drafted players in question. A statement has been prepared to confirm that players Travis Burton, Connor McClelland, Clarke Petterson and Jeff Teat have been reclassified as free agents from the Owen Sound Xcelsiors, effective immediately. Ian Garrison asked why Owen Sound would still be required to compensate the Brampton Junior "A" Excelsiors Lacrosse Club for these four players. Jim Leworthy responded that the Rules and Regulations clearly states the process. Doug Luey responded that Major Series Lacrosse feels that this ruling is out of order, and called upon all governors to submit agenda items in advance in future meetings. Major Series Lacrosse is aware that there is dispute over the status of these players, and that an appeal of the decision will be forwarded to the OLA's Case Manager based on the MSL's policy papers. The statement will be forwarded to the Case Manager following the meeting.

8. Jeff Williamson questioned whether an affiliation agreement exists between the Kitchener Junior "A" Braves and the Cobourg Major Kodiaks. Jim Leworthy responded that a signed form does not exist between representatives of the two teams for the 2019 season. Affiliation lists from the Board of Directors for that year do not indicate that the teams were listed for approval, but email records offered by Doug Luey indicate that the form was submitted by the team representatives at the time. Marion recommended that Jim Leworthy meet with the parties to resolve the team affiliation question prior to Thursday's Major Series Draft so that the league can proceed with confidence. Doug responded that the draft has already been delayed by the question about the location of the Excelsiors franchise, and further delays would be detrimental to the league's operation. Ian Garrison proposed hiring legal counsel to resolve the issue.

To postpone the Major Series Lacrosse 2021 Entry Draft until the issue of affiliation agreements is resolved by the OLA, MSL and the OJALL.

m/ Jeff Williamson

s/ Ryan Wilson

DEFEATED

In Favour: Colleen Grimes, Jeff Williamson, Ryan Wilson

Opposed: Joe Hiltz, Dave Vernon, Reg Holinshead, Doug Luey, Jennifer Price, George MacDonald, Eddy Jack, Mark Schuetzkowski, Paul Vivian, Scott Matthews, Shelly Nobile, Marion Ladouceur, Yvonne Harding

Abstained: Ian Garrison, Tanya Thompson, Rick Phillips, Joel Firmin, Wendy Bennett-Costante, Jim Leworthy

9. Jim Bomhof directed the league representatives to continue discussions in order to remedy the situation without delay. Ian Garrison suggested employing professional services to guide the resolution. Jim Leworthy responded that employing professional counsel while simultaneously defeating the budget would be imprudent. Jason Shuttleworth suggested that the two leagues agree to mediate the situation ahead of the draft.

To employ a professional mediation service to review the affiliation agreements between the MSL and the OJALL to provide a ruling to resolve the situation.

m/ Ian Garrison

s/ Ryan Wilson

DEFEATED

10. Ryan Wilson asked if the Board of Governors will be meeting again to address other outstanding issues. Jim Bomhof answered that an additional meeting date can be set to work through agenda items.

To adjourn the March 16th, 2021 Board of Governors meeting.

m/ Ian Garrison

s/ Jim Leworthy

CARRIED

Meeting adjourned at 11:37 PM.