



**ONTARIO LACROSSE ASSOCIATION  
BOARD OF DIRECTORS MEETING  
WEDNESDAY DECEMBER 9, 2020**

**ATTENDANCE**

In Attendance:	Jim Bomhof	President
	Marion Ladouceur	Past President
	George MacDonald	VP Finance
	Tanya Thompson	VP Minor
	Mark Schuetzkowski	VP Field
	Rick Phillips	VP Coaching
	Ian Garrison	VP Officiating
	Jim Leworthy	VP Development
	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 Junior-Major
With Regrets:		None

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WEDNESDAY DECEMBER 9, 2020**

**MINUTES**

Meeting called to order at 7:06 PM.

Chairperson's Welcome (Jim Bomhof)

1. Jim welcomed everyone to the final Board of Directors meeting of the 2020 season. At this time, it is difficult to predict what the 2020 meeting schedule will look like, and meetings will continue to be scheduled on a successive basis until further notice.

Review of the Previous Minutes (Board of Directors)

1. Ian Garrison submitted amendments to the previous minutes. The proposed amendments were discussed by the Board of Directors.

*To approve the November 25<sup>th</sup>, 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.

VP Officiating Report (Ian Garrison)

1. A proposal to rename and restructure the officiating portfolio is in progress. This proposal will hybridize the responsibilities of representatives of the OLOA and the OLA, to create a "best in business" model that brings together all stakeholders. This proposal will replace the RDC (Referee Development

Committee) with the OAT (Officiating Action Team), and would add clearly defined roles to each member's description, as well as a clear direction for the officiating program. A preliminary organizational chart was displayed, which is currently undergoing review by members in the first tier. A final version will be shared at the Board of Directors planning meeting in January.

2. It is imperative that the task force is reconvened as soon as possible in order to plan for the long-term future of the officiating program. Jim Bomhof will be contacting Al Orth following the holidays to determine the next steps. Stan Cockerton commented that he is optimistic about the "coming together" of key officiating representatives in the best interest of the game.
3. Along with the Officiating Action Team (OAT), it would be beneficial for the Board of Directors to examine the OLOA's proposal for the Officiating Development and Oversight Committee (ODOC). The OAT would be a subcommittee beneath the ODOC, and would be responsible for carrying out the important tasks of the officiating portfolio. The ODOC would also function as a "competitive and rules changes" committee, among other duties. The ODOC may include players, coaches, and administrators who wish to assist in guiding the future of the officiating program, including identifying strengths and areas of opportunity. A proposal to adopt the ODOC framework will be presented in January.
4. Dwayne Palomaki has been charged and convicted of assault causing bodily harm. Ian Garrison asked the OLA to proceed with the disciplinary process. Jim Leworthy stated that he had 'heard' that Mr. Palomaki is appealing the conviction within the legal system. Marion Ladouceur made note that it is necessary to wait until the appeal process in the legal system is complete. Once he has been sentenced, the OLA will begin internal discipline proceedings. It was pointed out that Mr. Palomaki received a coaching award from Innisfil Minor Lacrosse Association in the same year he was charged. The critical element is that the OLA is publicly committed to the discipline which is already in place as a result of the original charges, which is a complete, indefinite and unprejudiced suspension from any membership or involvement in all OLA-sanctioned lacrosse activities at all levels of participation. Jim Bomhof directed Tanya Thompson to prepare a letter to be submitted to Innisfil Minor Lacrosse Association that reiterates this position.
5. Nico Beaudoin has been awarded the 2020 Tom Hutchinson Bursary Award. Stan Cockerton will receive mailing information from Ian through Jeramie, and will process payment prior to December 31<sup>st</sup>. Fiona will invoice the OLOA for their contribution to the award.

## VP Development Report (Jim Leworthy)

1. The RTA Committee has been reconvened to address the province's new Framework for Reopening Ontario. Under the previous framework, there were three stages to re-open the province, but those stages have since been further divided into five colour-coded zones that align with each region's public health unit. Tanya Thompson has been appointed to the committee as the chairperson of the Minor Box Subcommittee. All subcommittee members are now working to gather information and make recommendations on how the OLA can safely return to activity. There will likely be more information on this project to be shared at the January Planning Meeting. Colleen Grimes will be added to the Implementation Subcommittee once information is ready to be shared out to the membership.
2. Tanya Thompson requested that Colleen Grimes be added to the main RTA Committee for the purpose of promoting the RTA plan. Jim Leworthy indicated that because Colleen is not a chair of one of the subcommittees, she could not be added to the main RTA committee. It was determined that Colleen Grimes will be added to the Implementation Subcommittee once information is ready to be shared out to the membership.
3. Tanya Thompson will be asked to assist the Program Review Committee to review current programming opportunities in minor box. This committee is not prepared to circulate actionable items at this time. Ian Garrison asked how OLA programs can be made more attractive to the membership. Proactive changes will drive the association forward.
4. Lyndsay Brooks has been appointed to the Team Ontario Program at the leadership level as the Director of Scouting of the Women's Field Program. Lyndsay has served Team Ontario for a number of years and is a positive addition to the program. In addition to her regular duties, she will be responsible for improving the experience of players and coaches in the women's field division at all age levels.

*To approve Lyndsay Brooks to serve as the Women's Field Lacrosse Director of Scouting for the Team Ontario Program, effective January 2021.*

m/ Jim Leworthy

s/ Ian Garrison

o/ Ian Garrison

**CARRIED.**

## VP Minor Box Report (Tanya Thompson)

1. Insurance rebate refunds processing began in the first week of December. Thank you to Fiona Clevely, Ron MacSpadyen and George MacDonald for overseeing this process.
2. A committee has been established to concentrate on furthering the footprint of girls' box lacrosse. There is interest in rebranding the girls' intermediate division as the girls' junior box program. There will be no changes to playing rules or eligible ages.
3. A working group has been created, including Dana Dobbie, who has initiated conversations with World Lacrosse on an international girls box initiative. World Lacrosse recently circulated a survey to generate a list of experienced industry leaders who can help to form a committee that will help to provide direction for girls' box sectors in other countries. This survey was circulated by Tanya to a number of leaders in the OLA Girls' Box sector.
4. Several appointees are prepared to assist Tanya in the minor box sector. Rob Howey will serve as the Director of Female Box Lacrosse. Lynn Brandwood will serve as the Invitational Tournament Committee Chairperson, assisted by Nicole Roe and Fiona Clevely. Donalyn Dredge will serve as the Director of Minor Box Ratings.

*To approve Rob Howey to serve as the Director Female Box Lacrosse for the 2021 season, effective January 2021.*

m/ Tanya Thompson

s/ Ian Garrison

**CARRIED.**

*To approve Lynn Brandwood and Nicole Roe to serve as co-chairs of the OLA Tournament Committee, alongside Fiona Clevely, for the 2021 season, effective December 2020.*

m/ Tanya Thompson

s/ Ian Garrison

**CARRIED.**

*To approve Donalyn Dredge to serve as the OLA Ratings Coordinator for the 2021 season, effective December 2020.*

m/ Tanya Thompson

s/ Ian Garrison

**CARRIED.**

### VP Coaching Report (Rick Phillips)

1. Rick Phillips asked for coaching clinics dates to be posted on the OLA website. Rick noted that online coaching clinics are not a focus and in-person is the focus and is supported by NCCP. Ian Garrison pointed out that this is highly unlikely and that officiating clinics are being moved online in light of the current state of society. Coaching clinics should be looking to adapt to our current climate. Bruce said he was recently trained to provide clinics online. Given our experience with online conferences over the past nine months, the OLA is well-positioned to use technology in delivering programming going forward. This decision will be tabled until 2021 when the RTA Committee is prepared with recommendations. In the meantime, the Bruce Codd will monitor how similar PSO's are approaching this issue.

### VP Field Report (Mark Schuetzkowski)

1. All four league commissioners have been consulted in preparing the VP Field's Action Plans for the 2021 season. The benefit of including voices from each league representative is two-fold: it creates an investment in the future of the OLA that is directly tied to the league level, and it works to proactively address concerns and ideas that these stakeholders identify as priorities for their continued successful operation.
2. It will be necessary to build upon the specifics of the OCFC proposal to alternate the field program event calendar that was adopted by the Board of Governors in November of 2020. The OMFLL, OJMFL and OSMFL will be responsible for drilling down to determine the ideal scenarios for dates, ages, venues and related information, and will compile a recommendation to be brought to the January Planning Meeting for discussion.

### VP Promotions Report (Colleen Grimes)

1. The 2021 SAGM Conference Framework is well-underway. While a number of digital pieces are still up in the air, it will be necessary to establish a separate event website to contain all information for the SAGM, as well as a media plan that highlights tracking metrics and execution details.
2. A media plan has been developed after conducting a preliminary study of the OLA's media coverage using MRP (Media Ratings Points). Negative media coverage makes up 50% of the OLA's total media reach in the last two years. It is important for the media plan to develop into a strategy with tips and resources for clubs to expand our reach positively within local news outlets. Most of the positive coverage of OLA clubs and programs comes from community-based news coverage, who have direct relationships with the clubs that they publish

content for. Media ratings are an important measurable to indicate the health of an organization, and this approach should inform everyone's action plans in January.

#### VP Finance Report (George MacDonald)

1. The insurance rebate refund process will have an impact of approximately \$85,000 on the OLA's financial position.
2. The OLA has applied for the province's rent subsidy program of approximately \$4,000, which would be retroactive back to October and will continue through until June of 2021.
3. The OLA has applied for the CEBA loan program, but has not yet received approval.
4. Ian Garrison asked how the OLA's financial position has changed since the AGM, and what additional steps may be taken. George responded that the financial position has changed minimally since November. The OLA has taken advantage of all provincial and federal programs for which it qualifies, temporarily reduced staff salaries, eliminated certain subscription expenses, pivoted to virtual AGM, SAGM and planning events, and will continue to explore other avenues as more information becomes available. Stan added that a conservative budget will be prepared for the 2021 season which will help to inform everyone's action plans.

#### 2021 Planning Meeting (Jim Bomhof)

1. The majority of directors have referenced the 2021 Planning Meeting as part of their reports. It will be necessary for planning sessions to be held over a number of evenings to ensure that new members are given full attention, as well as engaging with action plans and budgets of existing members. Not all action plans will have budget allotments, and we will need to plan appropriately and respect the financial position of the OLA. Specific dates for each director's presentation will be circulated in the near future.
2. If directors are looking for guidance regarding their action plans, they should consult with the appropriate staff members, or with Jim Bomhof and Marion Ladouceur. Ron MacSpadyen added that staff members are quite willing to work with all directors to help with their action plans, and are happy to hear that everyone is committed to working together to improve the OLA.
3. Internal committees within portfolios need to be brought to the Board of Directors meeting in January. This could be new committee structures or existing positions within each director's portfolio. Representatives must be approved by the Board of Directors before acting on behalf of the OLA. Mark Schuetzkowski asked if these committees and leadership positions could be put

together on a hierarchy chart, with terms of reference and descriptions included for each. Jim Bomhof answered that Jeramie could put together a flow chart once all positions have been nominated and approved.

4. Glen Flippance was proposed to serve as the OLA's Case Manager for the 2021 season. Ian Garrison asked why only Glen Flippance was brought forth. Jim Bomhof explained that Ian Woolridge previously served in this position, but resigned due to push back from the Board of Governors. Ian Garrison asked if anyone followed up on Ian Woolridge; Jim Bomhof said he did not know. There were no other names submitted for consideration.

*To approve Glen Flippance to serve as the OLA Case Manager for the 2021 season, effective January 2021.*

m/ Ian Garrison

s/ Jim Leworthy

**CARRIED.**

4. Marion Ladouceur, the current OLA Past President, will automatically assume the role of OLA Privacy Officer as outlined in the position's job description. The previous past president, John Doherty, deferred this role to Chuck Miller, who preceded him as the OLA Past President. Marion Ladouceur will also defer the responsibility to Chuck Miller, with approval of the OLA's Board of Directors.

*To approve Chuck Miller to serve as the OLA Privacy Officer for the 2021 season, effective January 2021.*

m/ Rick Phillips

s/ Marion Ladouceur

a/ Ian Garrison

**CARRIED.**

### Brampton Major Series Excelsiors Update (Jim Bomhof)

1. The transfer of the Excelsiors franchise from Brampton to Owen Sound is currently awaiting OLA approval. Discussions with representatives of the BELC are currently ongoing. Information received to date by the OLA will be circulated following this meeting. This situation appears to be less clear than it seemed at first, and the OLA will only proceed within the scope of its authority.
2. Stan Cockerton indicated that the BELC has never communicated to the OLA that its representatives have authorized the transfer of the franchise. Any decision to proceed at this point will be guided by the principle of what is best

for the sport, using the available evidence. There are additional angles to consider which are not currently being discussed publicly.

3. As previously discussed, no one should be speaking to the media on behalf of the OLA without first contacting Jim Bomhof and Colleen Grimes.
4. Ian Garrison stated that it is incumbent upon the OLA to be prepared to act. The Board of Directors must be diligent and act within accordance with the OLA's constitution and bylaws, and uphold the BELC documentation. The OLA Board of Directors should not be rubber stamping anything, and that it is necessary to explore this much further.

*To form a five-person ad hoc committee to gather and explore the available information related to Joe Norton, Bug Juice LLC, and the Brampton Excelsiors Lacrosse Club. This committee is specifically authorized to make recommendations back to the Board of Directors, based on the available information, on how to best proceed. The committee members and Terms of Reference are to be determined.*

m/ Ian Garrison

s/ Colleen Grimes

**CARRIED.**

#### OHRC Update (Jim Bomhof)

1. The Ontario Human Rights Commission, in coincidence with what would have been the 74<sup>th</sup> birthday of Gaylord Powless, announced a reconciliation circle to address anti-Indigenous racism in sport. Lacrosse has been a historical way for Indigenous communities to be connected in the spirit of trust, respect and honour. At this time, there has not been any direction on how the process will take place, but Jim Bomhof is currently working to lay the groundwork for this circle to proceed, including determining what the expected structure of OLA representatives will be. Ian Garrison highlighted that Sonya Crossey, Jim Leworthy and Frank Lawrence were all involved in the Junior "A" discipline case that was a contributing factor to this situation and that their participation is controversial at best. The Board of Directors should be appointing new members, in conjunction with Six Nations, to ensure this group achieves the desired outcomes. An in-person meeting is preferred by a number of key people involved.
2. This situation involves a number of concerns that the OLA is party to, and the OHRC has invited representatives of both the OLA and the CLA to join the reconciliation circle to address these issues and find a way to move forward.

## Appointment of the OLA's VP Junior-Major (Jim Bomhof)

1. Two candidates have expressed interest in serving this role on an interim basis until November 2021; Jim Leworthy and Rad Joseph. Jim Leworthy spoke on his own behalf. Jim Bomhof asked Ian Garrison to speak Rad Joseph's behalf. Ian asked why Rad Joseph was not invited to speak; Jim Bomhof assumed that Ian Garrison would speak for Rad. Following Jim Leworthy and Ian's speeches, Jim was placed in the virtual waiting room. Jim Bomhof was asked by Ian Garrison if commissioners had forwarded concerns or recommendations for this position. Jim Bomhof answered that the majority of commissioners supported Rad Joseph for this position, and had spoken against Jim Leworthy's appointment. Marion Ladouceur indicated that the Board of Directors had experienced a large turnover, and bringing another new person to this position would be challenging. Ian Garrison contested this point by referencing the collective voice of the members of the 2020 Annual General Meeting. Marion Ladouceur asked for the conversation to be brought to a close, but Ian Garrison disagreed and said that the topic requires more conversation. Ian Garrison reconfirmed with Jim Bomhof that Rad Joseph was supported by the majority of the league commissioners for this position, while Jim Leworthy was not. Ian Garrison proposed a recorded vote of each member's ballot. Marion Ladouceur asked why Ian had requested this vote be recorded. Ian answered that the membership deserves to know how the Board of Directors is serving the best interests of the leagues it represents.

*To record how each Board of Directors member votes on the appointment of the OLA's VP Junior-Major position.*

m/ Ian Garrison

s/ Colleen Grimes

**CARRIED.**

*To appoint Jim Leworthy to serve as the OLA VP Junior-Major on an interim basis for the 2021 season.*

m/ Marion Ladouceur

s/ Rick Phillips

**CARRIED.**

**In Favour:** Marion Ladouceur, Mark Schuetzkowski, Rick Phillips, George MacDonald

**Opposed:** Ian Garrison, Tanya Thompson, Colleen Grimes

2. Appointment of the VP Development will be tabled. Candidates should be brought forward to the next meeting for discussion. Until that time, Jim Leworthy will continue to be responsible for the VP Development portfolio as well as the Junior-Major portfolio.

### New Business (Board of Directors)

1. Ian Garrison expressed concern with the recent Team Ontario Tuesdays social media posts. The basis for the concern is the inequity regarding our wider audience. The OLA should be highlighting achievement at all levels and not the highest level. Further, we should be promoting our athletes heading to apprenticeships, colleges, universities and the workplace. This initiative does not reflect members that cannot participate for a variety of reasons including socioeconomic status; it should be the responsibility of the OLA to engage its audience on a deeper basis. Jim Bomhof suggested that it's important to promote the accomplishments and successes of the provincial representative program, but that it is also imperative to support grassroots programs as well. New ideas for engaging the membership can and should be shared with the Board of Directors, and we can plan for how best to approach this conversation from a constructive position throughout future meetings.
2. The CLA is currently accepting bids to host the 2021 Midget National Championships of Canada. This program will be played as a 17U division. The event dates would part of the host application, and the OLA would propose that the event take place in August. Should the OLA wish to bid on hosting the event, the application would specify that transportation would not be part of the host responsibilities, as it has been in previous years.

*To record how each Board of Directors member votes on the bid to host the 2021 CLA 17U National Championship event on behalf of the Ontario Lacrosse Association.*

m/ Ian Garrison  
s/ Colleen Grimes

**CARRIED.**

*To decline the opportunity to bid on hosting the 2021 CLA 17U National Championship event on behalf of the Ontario Lacrosse Association due to the costs associated and the unknown nature of the 2021 season.*

m/ Ian Garrison  
s/ Colleen Grimes

**DEFEATED.**

**In Favour:** Ian Garrison, Colleen Grimes, George MacDonald

**Opposed:** Rick Phillips, Tanya Thompson, Jim Leworthy and Marion Ladouceur

**Abstained:** Mark Schuetzkowski

3. Updates to the registration process are necessary to clearly indicate that all members who handle OLA membership information are bound by the OLA's Information Privacy Policy. Although the proposed clause has been in effect since the establishment of the OLA's Information Privacy Policy, members were previously unclear how this information impacted their membership. The addition of this clause is meant to clarify that all members, regardless of their position or title, who engage with non-public membership information, are bound by the OLA's Information Privacy Policy. The clause will now read: *I understand that all information collected on this registration certificate is protected by the Ontario Lacrosse Association Information Privacy Policy. Should I serve in a paid or volunteer role with the OLA having access to such information, I understand I am bound by the OLA Confidentiality Policy.*

*To approve changes to the OLA's Information Privacy Policy to clearly state all members, regardless of their role with the OLA, who encounter membership information are bound by the OLA's Confidentiality Policy.*

m/ Jim Leworthy

s/ George MacDonald

o/ Ian Garrison

**CARRIED.**

4. Remaining new business agenda items may be introduced at future meetings.

*To adjourn the December 9<sup>th</sup>, 2020 Board of Directors meeting.*

m/ Ian Garrison

s/ Marion Ladouceur

**CARRIED.**

Meeting adjourned at 10:32 PM.