



**ONTARIO LACROSSE ASSOCIATION
BOARD OF DIRECTORS
MONDAY MARCH 15, 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
	Jennifer Price	OMFLL Interim Commissioner
	Wendy Bennett-Costante	OMFLL Treasurer
	Deb McVicar	OMFLL Registrar
	Klayton Hoelscher	OMFLL League Director
	Jane Chen	OMFLL League Director
	Stan Cockerton	Executive Director
	Ron MacSpadyen	Program Director
	Bruce Codd	Technical Director
	Jeramie Bailey	Promotions Director
	Fiona Clevely	Administration

With Regrets:

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MINUTES

Meeting called to order at 7:05 PM.

President's Welcome (Jim Bomhof)

1. Welcome to this OLA Board of Directors meeting which is being held to discuss the findings of the OMFLL's Financial Review.
2. Jeramie recited a land and territory acknowledgement.
3. The members of the OLA Board of Directors, OMFLL Executive, Financial Review Committee and OLA staff were introduced.

OMFLL Review Committee

1. In 2020, the OLA Board of Directors received requests from OMFLL members regarding questions about the league's finances. The question arose from the executive's failure to provide a financial statement to the members at the OMFLL's 2019 Annual General Meeting. In April of 2020, the OLA's Board of Directors struck a committee to examine the situation and bring about resolution. This committee has completed a detailed review of the league's operations and provided a final report which includes recommendations and measures for the OMFLL, many of which have been proactively adopted by the executive in advance of the report's findings.
2. The review process was cumbersome and the volunteer committee members felt that they were treated with mistrust by certain members of the OMFLL Executive while carrying out the review, which led to delays in receiving information when was requested. The current OMFLL Executive has been helpful in providing available information when requested.

OMFLL Executive

1. The OMFLL Executive is entirely comprised of non-parent volunteers who give back to the sport because of their love for the game. The review process was frustrating because the committee was selective by only engaging two former executive members in their review discussions, but the OMFLL Executive appreciates the opportunity to meet as a whole with

the Board of Directors to discuss the report's findings. As noted by the committee, there has been turnover in executive members from 2018 which means that some records are inaccessible. There are also concerns over instances of incorrect terminology used in the report, as well as the scope and process of circulating the committee's report for review, which the OLA's Board of Directors are asked to provide clarity for. This has caused undue stress on the game's volunteer base.

2. The most concerning area for the executive is that the report concludes with a sweeping proposal to dissolve the OMFLL to allow for zone directors and clubs to administer the sector in harmony with minor box programming, with no explicit basis for this recommendation. The OMFLL executive accepts that there are areas where processes can be improved and is prepared to openly accept advice for financial best practices from the OLA's Board of Directors, but feels demotivated and hurt by the report's suggestion for league disbandment. The OMFLL executive should be given the opportunity to implement the recommendations provided; dissolution of the league should only be explored as an absolute last resort.
3. The OMFLL Executive is openly committed to positive resolution with representatives of the OLA, which is the reason for this request to meet with the Board of Directors.

OLA Board of Directors:

1. Mark Schuetzkowski has engaged with both the committee representatives and the OMFLL Executive, as well as members of the OMFLL league who have shared their concerns to ensure that positive resolution is achieved. The OLA's Board of Directors has not discussed or proposed dissolving the OMFLL at any time.
2. Administering leagues is a difficult task under the best circumstances. Volunteer bases are an important part of the OLA's operations, and the members who step forward to serve in these positions, regardless of the sector, are highly valued. Volunteers serve because it is a rewarding experience, and are unequivocally commended for their involvement.
3. Serving as a committee member to review these types of sensitive concerns is also difficult and undesirable for most people, and the individuals who step forward in these situations are also participating with the best intentions.
4. There are areas for the everyone involved to improve, and to learn how the game can be best served by recognizing how member's qualities and skills can be applied to move lacrosse forward. There is no option other than to

focus on next steps, and to recognize and respect that everyone is doing their best under the circumstances.

5. There is legitimate concern that the report, which is confidential until approved for release, has been circulated outside of the Board of Directors, the OMFLL Executive and the committee members. It will be difficult to determine how this happened, but reinforces the importance for confidentiality and respect from everyone involved. A process will need to be instituted to ensure that these types of situations are not repeated.
6. There is a fair amount of opinion contained within the report which erodes confidence in objectivity. The initial scope of the committee was to review the financial records and provide independent recommendations based on the findings. Many of these recommendations have been proactively implemented, which demonstrates cooperation and commitment to improvement.
7. The OMFLL Executive has not acted on any major financial decisions which have been presented for approval to and subsequently defeated by the OMFLL membership, but should have presented proposed budgets for review and approval by the membership so that these financial decisions can be properly considered. Formal budgets that are presented for approval are one of the proactive steps the OMFLL has taken since the initial concerns were raised. OMFLL resources and supplies that have already been purchased continue to be maintained in storage and will be accessible when league play becomes possible again.
8. It is not the sole responsibility of the OMFLL executive to oversee financial information; the OMFLL membership is also responsible for reviewing and engaging the documentation provided each year at the league's AGM to ensure that the direction of the organization aligns with their needs.
9. The committee has not explicitly stated that the misappropriation of funds has occurred by any member of the OMFLL Executive, past or present. The use of the phrase "forensic audit" is being used incorrectly. Questioning the meeting and game day mileage of non-parent volunteers, the spending of apparel under \$500, and the base honorariums that are provided to league interns is also insensitive to understanding the operations and needs of the OMFLL.
10. The OLA VP of Field will be responsible for overseeing preparation of a final report.
11. The OMFLL Executive and Financial Review Committee members will be placed in the virtual waiting room while the Board of Directors engages in confidential discussion.

Conclusion:

1. The Board of Directors is prepared to accept responsibility by apologizing to the members of the OMFL Executive for the tone and content of the committee's report, and is interested in moving forward together with the OMFL Executive by preparing a final report that will be circulated to the membership. The Board of Directors hopes to do better, and the volunteers of our leagues are a key part of our approach. A final report will be the duty of Mark Schuetzkowski, Jennifer Price and Jim Leworthy, and will require Board of Directors approval prior to publication.
2. The OMFL Executive thanked the Board of Directors for the opportunity to share their feedback on the process, and for the public commitment to resolution. The league representatives are also committed to continued improvement of internal operations, as well as to assist the OLA through non-league related initiatives throughout the season, where requested.
3. The review committee members were thanked for their involvement and patience throughout the process.

To adjourn the March 15th, 2021 Board of Directors meeting.

m/ Marion Ladouceur

s/ Ian Garrison

CARRIED

Meeting adjourned at 9:12 PM.