



**ONTARIO LACROSSE ASSOCIATION
BOARD OF GOVERNORS
MONDAY MARCH 29, 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
	Jeramie Bailey	Promotions Director
	Fiona Clevly	Administration
With Regrets:	Ron MacSpadyen	Programs Director

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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 Governors meeting which is being held to approve the 2021 General Operating Budget.
2. Jeramie recited a land and territory acknowledgement.
3. There has been internal discussion about OLA Bylaw 7.05(a); Human Resources Committee. A motion to reinstitute this committee for the 2021 season will be made at the April 14th Board of Directors meeting. Ryan Wilson asked about anticipated timelines for the establishment of the committee. Jim Bomhof answered that the committee assembly would be finalized by the end of April, pending discussion by the Board of Directors.

2021 Operating Budget (George MacDonald)

1. The revised operating budget was shared. A supplementary schedule on pages 3-6 is provided to break down one budget revenue line (grant details) and three budget expense lines (staff salaries; including CEWS subsidies, professional services and equipment) with additional details. The layout of information is allows for comparisons to be drawn on budget lines from previous years, aside from Legal & Audit which has now been retitled as Professional Services. As previously noted, this budget includes a percentage of funding that is earmarked for leagues and clubs to apply to receive to assist in operating Return to Activity programming within their communities, including a small portion that may be carried over to the 2022 season. Previous budgets have been static in their presentation, but the ongoing and evolving nature of the pandemic means that this budget requires greater flexibility and a degree of hope in our approach to the 2021 season.
2. Ian Garrison asked for clarification about staff members who appear on the 2020 Ontario Public Sector Salary Disclosure list, and what the rationale is for not noting any taxable benefit. George MacDonald had responded to Ian via email prior to the meeting to clarify the inquiry, but stated that there are two threshold requirements for those salaries to be publicly disclosed:

first, the individual must receive an annual salary in excess of \$100,000, and second, public funding of that organization's annual operations must be in excess of 10% of the total budget. To correct the error of the taxable benefit column not properly displaying the provided information, the Ontario Treasury Board Secretariat has been contacted. Returning to the topic of the HR Committee, Ian suggested that a separate body who is responsible for determining fair and reasonable staff salaries may bring a heightened degree of clarity to this process going forward. George reminded the Board of Governors that all finances are reviewed annually by a professional external auditing company to ensure that transparency and trust are maintained.

3. Ryan Wilson asked for clarification about why Salary Disclosures had not been made in previous years (2019, 2018, 2017), and whether this would suggest that staff salaries had been increased during the 2020 season. George responded that each staff member was slated to receive a merit-based pay increase in 2020, but had actually agreed to a salary reduction in order to ensure the continued viability of the organization throughout the pandemic. While salary reductions were necessary measures for everyone to undertake, the increase in public funding during the 2020 season resulted in staff members being subject to inclusion on the 2020 Ontario Public Sector Salary Disclosure list, because both threshold conditions were met. As such, the OLA disclosed that information in accordance with the Act. Since the pandemic has resulted in increases to public funding in the majority of not-for-profit organizations across the province, the Public Sector Salary Disclosure list has seen a marked rise in listings for the 2020 fiscal year, despite proactive steps taken to reduce salaries. George added that there are no staff members who are scheduled to be paid \$100,000 or more as part of the presented 2021 general operating budget. Ryan asked why vehicle allowances are not included as part of the staff salary budget line, considering that it is a taxable benefit. George responded that, for the purpose of presenting the general operating budget to both the Board of Governors and the external auditors, it is important to separate these costs so as to avoid clouding the issue of remuneration against benefits. Regardless of where the expense is included in the budget, the bottom line will not change. Ryan proposed opening paid player registration with or without the approval of the operating budget.
4. Tanya Thompson stated that the 2021 budget was presented more clearly than in previous years, which helped for representatives to gain a clearer understanding. She asked if the 2020 staff salaries reductions will remain in place through the 2021 season and until the resumption of the traditional

playing season. George responded that the presented operating budget does not feature a return to full staff salaries, and that reductions will remain in place as a risk mitigation factor for as long as is necessary. Tanya asked if the grants which are included in the budget are guaranteed to be delivered. George answered that, in the absence of a major disruption, the grants reflected in this operating budget are all but certain to be received on schedule. That said, these grants are not a post-pandemic solution, and it will be necessary for the OLA, through the Board of Directors, to source other streams of funding in future seasons to ensure quality program offerings. Tanya asked how clubs and leagues may access funding that is earmarked in the budget to assist with RTA programming. George shared that two committees would be responsible for determining the fair allocation of resources to those clubs who wish to apply for it. These committees would be provided with guidelines that detail how these funds may be distributed. The goal should be to approve these committees and guidelines at the April 14th Board of Directors meeting. Tanya shared that legal opinion had been sought to ensure that staff salaries are revealed to the Board of Directors and would continue to press for this information to be provided, despite acknowledging that the staff are a valuable resource to the administration of the sport and that the reduction of staff during the pandemic is not something that is sensible to advocate for. Tanya also proposed opening paid player registration with or without the approval of the operating budget.

5. Sue Finnen stated that staff salaries have always been, and will continue to be, a part of any organization's operating budget. If salaries must be disclosed, a salary range is an established form of detailing this information. Continuing to discuss the salaries of staff in this manner and forum is disrespectful, and shifts the focus away from the most important issues that unite all governors; the re-emergence of lacrosse programming from the pandemic.
6. Dr. Drew Girard was consulted by telephone for the process on moving the previous question. The motion requires a $\frac{2}{3}$ majority to pass.

To conclude the debate and move the previous question (to approve the 2021 OLA Operating Budget as presented).

m/ Sue Finnen

s/ Eddy Jack

DEFEATED

In Favour: Marion Ladoucer, Jim Leworthy, George MacDonald, Mark Schuetzkowski, Rick Phillips, Sonya Crossey, Shelly Nobile, Sue Finnen, Dave Vernon, Yvonne Harding, Scott Morrison, Greg Rampley, Eddy Jack, Nicole Napper

Opposed: Tanya Thompson, Ian Garrison, Colleen Grimes, Joe Hiltz, Jeff Williamson, Reg Holinshead, Scott Matthews, Jennifer Price, Ryan Wilson, Rory Smith, Wendy Bennett-Costante

Abstain: Doug Luey, Joel Firmin, Paul Vivian

7. Wendy Bennett-Costante asked for the dates to be included on this version of the budget. George responded that the title “FY 2021” corresponds to “Fiscal Year 2021” at the top of the presented budget. Wendy asked what criteria and timelines will be used to allocate RTA grants to clubs and leagues. George responded that these decisions will be under the authority of the designated committees following the approval of the budget, but the funds will not necessarily be equitably distributed because clubs and leagues will have different needs, as well as different program windows depending on their public health unit restrictions.
8. Jason Shuttleworth disputed that Directors would not be legally entitled to know specific staff salaries or any other information that they wish to know, provided they have agreed to adhere to confidentiality measures. George agreed with Jason that the Board of Directors is entitled to know this information for the purpose of discharging their duties, but that there is a need to balance legal requirements with respecting the wishes of the employees, and that the act of divulging specific staff salaries was contentious among the Directors. It was proposed and agreed that staff salary ranges be provided to the Directors by email following the meeting.
9. Ian Garrison spoke again to the impact of establishing an HR Committee for the purpose of reviewing staff salaries and benefits prior to voting to approval the operating budget. It was suggested that registration be opened and the HR Committee be enacted prior to the Board of Governors approving the operating budget.
10. Stan Cockerton explained that the HR Committee was responsible for conducting the employment process of the two most recently hired staff members, which was its original purpose. Ian responded that the HR Committee should be responsible for reviewing and approving lines of the budget related to staff salaries, in addition to the responsibilities outlined in the Rules and Regulations.

11. Tanya Thompson reminded the Board of Governors that the responsibility in approving the budget is to diligently oversee the accounting summary as opposed to nitpicking individual items, but that staff salaries were the largest expenditure in this proposal. George responded that the staff salaries were the largest expenditure-by-percentage only because the budget had been significantly reduced in so many other areas. In a typical OLA season, staff salaries would account for less than 14% of the overall operating costs, which is below the average allotted labour costs of most organizations. Tanya repeated her desire to oppose the presented budget, but to open paid player registration.
12. Sonya responded that the budget includes non-refundable registration fees, and is necessary to be passed prior to opening player registration, which would be consistent with previous Board of Directors discussions and lessons learned from the 2020 season regarding mandated refund policies. George added that these discussions have included a necessary refund policy at the OLA level, which has not been a requirement in previous years because the issue of mass refunds has never been a requirement. This is the reason why registration has been able to open prior to the passing of the budget in previous years, and why it is necessary to ensure that the budget is passed prior to opening registration in 2021.
13. Jim Leworthy thanked Jason Shuttleworth for drawing attention to the importance of re-establishing the Human Resources Committee prior to the Board of Governors meeting. This committee will need to be a priority following this meeting; however, it is an issue that is separate to the approval of the budget and should not impede decisions of the Board of Governors in this forum.
14. Shelly Nobile provided the historical context for the introduction and establishment of the Human Resources Committee, which was to ensure fair hiring practices for staff members. The additional parameters of the Human Resources Committee are helpful and should be followed, but the basis for its establishment was to guide the hiring process. Any attempt to conflate the issue of the Human Resources Committee with the approval of the operating budget is meant to derail the discussion, not to address the issue. Furthermore, belabouring the point of staff salaries isn't respectful to those individuals, and it detracts from the focus of the Board of Governors, which should be to operate programming in 2021.
15. Colleen Grimes clarified that the Board of Directors are not requesting individual staff salary information; only that a breakdown of staff salaries be provided with ranges attached in accordance with how most organizations approach this type of confidential information. George reiterated that these

ranges will be provided to the Board of Directors via email following this meeting.

16. Paul Vivian reiterated that drilling down to specific line items within the budget is unnecessarily dwelling on the small issues instead of focusing attention to business items that the Board of Governors should be addressing, like supporting clubs and RTA programs. A non-refundable fee is important for clubs to understand and see value in. George responded that the non-refundable fee is the only source of funding included within the budget that is member-generated. Paul responded that parents accept that a portion of the registration fee will be non-refundable, and the amount proposed is not being disputed, provided parents feel that the fee is being used towards products and services that they feel they receive value from.
17. Yvonne Harding added that many clubs have instituted their own non-refundable fees, and parents are accepting that this is the reality they understand because certain expenses must be covered. Paul Vivian echoed that minor box clubs also have non-refundable fees of their own, and that parents have not raised concerns because this information is provided to them prior to their registration.
18. Ryan Wilson stated it is incumbent for the OLA to open registration, regardless of the passing of the budget. Jim Bomhof reminded everyone that the discussion is focused on the budget, not on the opening of registration or any other issue. Ryan reminded the Board of Governors of the collective responsibility to understand the details of the operating budget, and that discussion about staff salary is rooted in trusting that staff members are compensated fairly for the service they provide.
19. Marion Ladouceur clarified that no individual staff member is responsible for ensuring the establishment of the Human Resources committee. All committees are appointed and approved by the Board of Directors, and this particular committee has not been established in previous seasons, but the Human Resources Committee is separate from the approval of the operating budget. Jim Bomhof recommitted to ensuring that the committee is established following this meeting.
20. Dave Vernon stated that the operating budget will not change should the Board of Directors be privy to the staff salary ranges, which George has committed to supplying via email following the meeting. Salaries appear to be a larger portion of this operating budget only because so many other areas have been scaled back. The Board of Governors is elected to approve the budget and manage the affairs of the leagues and the zones that they serve, not to approve individual staff salaries. These discussions distract from those goals.

21. Wendy Bennett echoed the sentiments of Paul Vivian and Yvonne Harding; the non-refundable fee is not an issue for parents because it is a nominal amount and parents understand that the operation of any youth sports organization necessitates these expenses. Wendy proposed following the vote of the operating budget with a vote to open registration so that clubs can begin collecting funds to supplement their program offerings.
22. Jason Shuttleworth asked for the staff salaries ranges to be provided by email following the meeting. George responded that staff salary ranges would be provided to the Board of Directors following the meeting. Jason proposed delaying the vote until the staff salary ranges are provided. Jim Bomhof responded that George's commitment to provide this information to the Board of Directors will not bear an effect on a vote by the Board of Governors. Jason clarified that this information should be provided in sequence. Ian requested that the vote to approve the budget be suspended by another week so that the Directors can review the staff salary information that will be provided. Jim Bomhof reiterated that this information will not be provided to the Governors, who are responsible for voting on the budget.

To approve the 2021 OLA Operating Budget as presented.

m/ George MacDonald

s/ Joe Hiltz

CARRIED

In Favour: Nicole Napper, Eddy Jack, Greg Rampley, Scott Morrison, Yvonne Harding, Scott Matthews, Joel Firmin, Sue Finnen, Shelly Nobile, Sonya Crossey, Rick Phillips, Mark Schuetzkowski, George MacDonald, Jim Leworthy, Marion Ladouceur

Opposed: Wendy Bennett-Costante, Rory Smith, Paul Vivian, Ryan Wilson, Jennifer Price, Reg Holinshead, Jeff Williamson, Joe Hiltz, Doug Luey, Colleen Grimes, Ian Garrison, Tanya Thompson

23. Tanya asked for confirmation that registration would be opened following the approval of the budget. Jim Bomhof responded that he would coordinate a discussion with Ron MacSpadyen.
24. Ryan Wilson asked for additional topics to be discussed. Jim Bomhof responded that he would speak to Ryan by phone following the meeting.

To adjourn the March 29th, 2021 Board of Governors meeting.
m/ Jim Leworthy
s/ Dave Vernon
CARRIED

Meeting adjourned at 8:54 PM.