



## CAMBRIDGE MINOR LACROSSE ASSOCIATION

### BOARD MEETING MINUTES

Tuesday, August 9 2022

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**Committee Members in Attendance:** Genevieve Oberlel, Jeff Lankowski, Leigh-Ann Radley, Jason Whissell, Katrina Campbell, Erin Hall, Brady Campbell, Jason Gillespie, Dan Beaudoin, Deana Ezekiel

**Members with Regrets:** Charmain Rushton-Tyenecke, Mark Kooting,

#### AGENDA

- Director Reports
- AGM Update
- New Business (Jr B Presentation)

**Meeting Called to Order By: 7:24 pm**

**Motion to accept: Jason**

**Seconded by: Katrina**

**Motion to accept June meeting minutes: Brady**

**Seconded by: Jason**

**Motion to accept July (emergency) meeting Amended minutes:**

**Seconded by:**

#### **Jeff Lankowski – President**

- Dealt with the City of Cambridge and our loss of floor time association wide due to the Alumni Game Activities. Worked through it and all floor minus U22 was given back.
- Sent fines out to the teams and notified to pay Char.
- Touch base with Mark with regards to constitution amendments for next meeting

#### **Next Month**

- Get ready for the AGM Meeting in October.

#### **???? – Vice-President**

- No report submitted.

**Dan Beaduooin – Director of Equipment**

- Collecting equipment from the teams
- Getting trophies ready for the kids

**??? - Sponsorship & Fundraising**

- No report Submitted

**Erin Hall- Rep/Travel Director**

- Please see the attached formal complaint and Amendment as well as the Board's response.

**??– Paperweight Director**

- No report submitted

**Katrina Campbell - Register.**

- No Report Submitted

**Genevieve Oberlea- Scheduling Director**

- Posted zone schedules. Flagged concerns about weekend playoffs vs weekdays.
- Lots of scheduling changes and issues, especially finding a U13 site.
- Playoffs were changed to one day vs 2. Hope to recommend to OLA that these be changed back to weekday games.
- Posted provincial schedules.
- Continued to work with coaches and zone schedulers to move games, schedule exhibition games and post tournaments.
- Finalized floor time in July for rest of season leading to provincials and
- Treasurer paid final city floor time bill - total from tryouts to end of season was about \$24000.

**Next Month**

- Contact the City of Kitchener for Queensmount rental in the fall or winter months and will discuss with the board on what we might want to do before next season.

**Brady Campbell – Director of Coach and Player Development**

- Winter skills sessions for CMLA and surrounding area players.
  - A Lot of interest in all year round play
  - November to March once a week, Hopefully Queensmount
  - Once up and running, ask Guelph, Kitchener and London to post in the hopes that we get more kids.
  - Will start working on this next week and bring it to the board for next meeting
  - Looking at combining 2 age groups novice/tyke
  - Looking at incentives - hardest worker of the practice
- Skill sessions for female only players in the tricity and surrounding area
  - This would be conducted through the winter

- Would like to partner with neighbouring associations to work on a girls program in the hopes that we can create a girl specific team (team 3 to play against the boys team 2)
- Would like to form a committee
- Looking at putting a Director of Females lacrosse onto the board for next year
- If a junior program would operate out of Cambridge, CMLA agrees to let the junior program access to the rights to the Highlanders name and logo they have the rights to.
- See Letter from Cambridge Highlanders Junior B Team which is attached.

**Motion By Leigh-Ann;** That CMLA loan the Cambridge Highlanders Junior B Team \$8000 for the application process pending a signed contract between both parties.

**Seconded by: Dan**

**Carried**

#### **Jason Whissell – Director of House league**

- Wrapped up house league and paperweight seasons
- Attended and volunteered at year end H/L tournament in KW
- Sent out year end survey to H/L and Paperweight parents
- Attended U22 disciplinary meeting in early June

#### **Next Month**

- Prepare for AGM summary
- Complete analysis of H/L and Paperweight survey feedback
- Summarize recommendations for the next H/L director

#### **Deana Ezekiel – Director of Special Events**

- Clothing update
  - missing orders
  - outstanding invoice
- Outstanding payments
  - KW tournament
  - Galt 100 swag
- Items to use additional funds for
- Bingo had proposed new assignment times for all
- 1 bingo needs to be filled and extras available
- Ask the City if Bingo money can be used to purchase Gopros for each team?

**Motion by Brady-** Go with ILA for next year's clothing and swag. We should have it all pre-ordered and on hand for the start of the next season (order so much of each size to outfit the organization).

**Motion to accept; Deana**

**Carried**

#### **??? - Director of Marketing**

- No Report Submitted

#### **Jason Gillespie – Director of Media**

- Posted pictures of practices and games
- Posted video highlights of games

- Posted about parents sending their photos and videos to me to post on our media of provincials
- Posted pics and video of alumni game
- Recorded full games and loaded them to YouTube (u17 game against Nepean Knights had 210 views)
- Posted information of provincials with links
- Posted about bingo volunteers needed
- Posted about alumni jr playoffs results and upcoming games
- Posted about the Brampton go fund me page (U22's donated \$500)
- Posted final paperweight activities
- Posted about Galt 100 festivities
- Guelph tournament highlights
- Picture day info
- Team Ontario rosters post
- Posted about U22 goalie Brayden Larsen being called up and getting put into the game
- Posted about parent surveys
- Posted about missing clothing orders
- Posted about zone playoffs information
- Instagram followers 1059
- Facebook followers 791
- Twitter followers 825

**Next Month**

- Post some fun challenges
- Create some new content that is different than other organizations

**Mark Kooting -Chief Referee**

- No Report Submitted

**Leigh-Ann Radley – Secretary.**

- No report submitted.

**Charmaine Rushton-Teynecke -Treasurer**

**CMLA FINANCIAL UPDATE JULY 2022**

**BALANCE** **30,521.51**

**DEBIT**

TORONTO ROCK	80.00
U15 FLOOR	73.75
U13 BRAMPTON TOURNEY	900.00
U13 REP FEE'S	3,3360.00

**BALANCE** **\$34,935.26**

**EXPENSES**

PAPERWEIGHT LABOUR	1,000.00
REFUND	450.00
FINES	90.00
FLOOR TIME	2,366.80
U13 COACH FEE'S	1,000.00
REF FEE'S	3,076.00

**BALANCE** **\$26,952.46**

**BALANCE OF BINGO ACCOUNT \$29,175.42 STILL EXPENSES TO BE WITHDRAWN**

**New Business:**

AGM meeting tentatively scheduled for October 13, 2022

**Close of Meeting Moved by: Jason**

**Seconded by: Katrina**

That the Cambridge minor Lacrosse Association meeting of Tuesday, August 9, 2022 be adjourned at 10:15 pm hours.

**Next Meeting September 6, 2022 at 7:00 pm.**

To: Erin Hall, Director of Rep/Travel

August 7, 2022

Re: Violations of the CMLA Constitution and Bylaws by the CMLA Board relating to disciplinary actions and suspensions resulting from the 2022 Alumni Game Event

During the disciplinary actions and suspension process resulting from the 2022 Alumni Game, we have become aware that there have been a multitude of violations of the CMLA Constitution and Bylaws, as well as OLA Rules and Regulations. These documents are designed to protect the Association and all of its members, and is the responsibility of the Board to follow and enforce these rules.

Listed below, please find a detailed list of some of the most egregious violations that have occurred:

Section 2: Members: Terms of Membership and Eligibility- 2.04 (b)

**RULE: “Members whose conduct is considered by the Board to be contrary to the stated Code of Conduct, the Rules of Play and the purposes of the Association shall be asked by the Board or the Disciplinary Committee to explain or justify their actions”**

VIOLATIONS:

Zach Dunseith was declined, by Brady Campbell via phone call, the opportunity to attend the Emergency Board meeting.

“Mr. Dunseith requested to be invited to partake and make a statement but was denied. He also noted that he never waived his right to a fair hearing” (As stated in the Zone 8 Appeal Hearing - July 25th, 2022)

“Mr. Kivel claims he was never invited to a hearing nor waive his option to have one.” (As stated in the Zone 8 Appeal Hearing - July 25th, 2022)

Owen McGarr was never asked to attend a meeting.

**RULE: Members “...shall be given proper notice of motion, to be considered at the next Board meeting, requesting the termination of these Members. A copy of this motion shall be communicated to the Members concerned within a reasonable period of time for that person to make a written response. If a response is made, it shall be circulated with the notice of motion.”**

VIOLATIONS:

None of the U15 coaching staff were given proper notice of motion and were denied the opportunity to make a written response.

Notice of suspensions to the U15 coaching staff was communicated via phone call from Brady Campbell, with no opportunity to provide a written response to the allegations

**RULE: “The Members concerned shall be invited to attend the meeting and to explain their**

**positions before the vote is taken.”**

VIOLATIONS:

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Section 1: STANDING COMMITTEES 1.01 Structure Disciplinary Committee ( amended 2019 )

**RULE: “All persons involved will be given full opportunity to be heard.”** VIOLATIONS:

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Other CMLA Members facing suspension relating to the same Alumni Game were allowed to meet with members of the Board who represented themselves as members of the Disciplinary Committee ( Jeff Lankowski, Brady Campbell, Mark Kooting). **This clearly represents an inconsistent application of disciplinary rules as outlined in the CMLA Constitution and Bylaws.**

Cambridge Minor Lacrosse Association By-Laws: SECTION 1: Standing Committees: Disciplinary Committee (amended 2019)

**RULE: “The Disciplinary Committee shall be chaired by the Association’s Vice President and be comprised of the Referee in Chief, and Director of Rep/Travel. In the absence of any of the above, or in the event that any of the above must disqualify themselves as having a conflict of interest or being involved in the matter being heard, the Past President shall become a member of this Committee.”**

VIOLATIONS:

Jeff Lankowski, Brady Campbell and Mark Kooting represented themselves as the Disciplinary Committee at a meeting with the U22 Team on July 20th at Galt arena; these are not the appropriate

Cambridge Minor Lacrosse Association

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members of the Board to constitute a Disciplinary Committee.

This meeting could have occurred via ZOOM, so that all members of the Disciplinary Committee (**Referee in Chief, Director of Rep/Travel, ~~Vice President~~, and the Past President**) could have attended

This meeting could have been held at a later date, so that all members of the Disciplinary Committee could attend, as there is no specific timeline in the Constitution.

OR3.01(c)

**RULE: It is the overall objective of the OLA Policy on Harassment to create and maintain a work and sport environment free of harassment....**

VIOLATION:

Throughout this process the staff of the U15 team have been subjected to harassment, bullying and threats from members of the CMLA Board, specifically Jeff Lankowski and Brady Campbell (as detailed in my email to Mr. Lankowski and all members of the CMLA Board on August 1, 2022)

We request a written response from the CMLA Board which includes::

- A clear and detailed description of actions being taken by the CMLA Board to ensure that similar violations will not occur in the future.
- A full disclosure of reprimands and disciplinary measures taken against members of the CMLA Board who have clearly violated the constitution and bylaws of the CMLA and OLA (specifically Jeff Lankowski and Brady Campbell)
- A release of all CMLA Board and Committee meeting minutes, dating back to and including the Annual General Meeting of 2019, as all Meeting Minutes should be public, archived and available for all Association Members.

Sincerely,

U15 Team Staff (cmla.highlandersu15@gmail.com)



Amendmendment:

August 9, 2022

Re: Falsification of CMLA and OLA documentation by the CMLA Board and Violations of the CMLA Constitution and Bylaws by the CMLA Board relating to disciplinary actions and suspensions resulting from the 2022 Alumni Game Event.

To: Erin Hall, Director of Rep Travel

We have become aware that the CMLA Board has intentionally provided inaccurate and/or falsified documentation to both the CMLA Membership and to the OLA (Zone 8).

During the Zone 8 appeal process the CMLA Board provided minutes of the Emergency Board meeting held on July 19, 2022 and some of the subsequent Disciplinary Committee Meetings to the Zone 8 Committee, hearing the appeal relating to disciplinary actions and suspensions resulting from the 2022 Alumni Game Event. [CMLA July 19, 2022 (Version provided to OLA).pdf]

Upon request, by the U15 Team Staff, the CMLA Board provided minutes of the same Emergency Board meeting that was held on July 19, 2022 and some of the subsequent Disciplinary Committee Meetings ; these minutes were shared via email August 8, 2022. [CMLA July 19, 2022 (CMLA version received by U15 Team Staff August 8, 2022).pdf]

**The two documents, which are supposed to be minutes of the same meetings, are different, indicating that one or both documents are inaccurate and/or have been intentionally falsified by members of the CMLA Board and shared with the intention of misleading CMLA Membership (including Board Members) and OLA officials .**

Neither sets of these minutes should be approved or accepted by the CMLA Board until a full and complete investigation has been completed as to who falsified the documents, who provided these falsified documents to the OLA and CMLA membership and which minutes are in fact an accurate representation of the Emergency Meeting held on July 19, 2022 and the subsequent Disciplinary Committee Meetings.

**All members of the CMLA Board have an obligation to operate under and uphold the constitution and bylaws of the CMLA and the OLA.** In addition, the CMLA Board and all Board members have an obligation to operate under the applicable laws of Ontario governing the operation of not-for-profit corporations (including but not limited to ONCA and the Corporations Act).

It is important for all CMLA Board Members to understand that the CMLA constitution does not provide Protection of Members (section 5.05 Constitution and Bylaws) where there is “willful neglect or default”. Voting to knowingly accept and approve minutes that are known to be falsified and/or inaccurate (such as in this case) would be a clear case of willful neglect and default by the Board. As such, Board members would not be indemnified out of the funds of the CMLA for any charges or expenses that may result from penalties, fines or sanctions that may result from CMLA, the OLA or the laws of Ontario.

We request the following from the CMLA Board:

- An open and transparent investigation into what occurred in relation to the July 19, 2022 Emergency Meeting and the subsequent Disciplinary Committee Meetings as well as the disciplinary actions resulting from the 2022 Alumni Game Event.
- Board Members directly involved or acting as a member of the Disciplinary committee should be recused due to a conflict of interest.
- This investigation must include the opportunity for all Members involved to present to the investigation and hear the evidence given by other CMLA members.
- A clear and detailed written report from the CMLA Board outlining exactly what occurred in relation to the July 19, 2022 Emergency Meeting and the subsequent Disciplinary Committee Meetings, as well as the disciplinary actions resulting from the 2022 Alumni Game Event.
- A clear and detailed description of actions being taken by the CMLA Board to ensure that similar violations will not occur in the future.
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**Boards Response:**