
	<p align="center"> Nepean Knights Minor Lacrosse Association Executive Meeting Thursday, March 24, 2025 7:00pm Virtual via Google Meet </p>	
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Present: Josh Hornung, Jessica White, Martine Mcfarlane, Kyle McDonald, Tanya Mewhinney, Jeff Zywicki, Derek Herfst, Brad MacDonald, Nathan Grenon, Caleb Bosomworth, Jennifer MacDonald Jeff Zywicki, Russell Ulliyatt

Absent: NA



Welcome and Call to Order –

1. Opening Remarks (Josh Hornug)

- Great to get together and meet. Thanks for everyone's time and volunteering. Lots of items to discuss tonight.

2. Junior C Update (GM, Junior C)

The Junior Cs will be playing out of the Jack Charon arena. The arena was temporarily closed, but is scheduled to reopen on April 12th. Chris has coordinated with Derek and Debbie to move the nets and shot clocks to the arena around April 14th. Coaching staff: Kevin McKeown is returning as head coach. Dan Swanson and Kevin Ritchie are returning as assistant coaches. Ben Simpson and Jake Fox are new coaches. The schedule is set, and the league will be making an announcement soon. The league will have three divisions this year: East, Central, and West. The Junior Cs are in the East division with North Shore, **Kahnawake**, Akwesasnee, and Cornwall. Playoffs will include a play-in game for the fourth and fifth teams. There will be crossover games between the divisions. The Junior Cs will play Six Nations and Burlington, and Clarington and Whitby. Tryouts are scheduled for April 26th and 27th at Bell. A third tryout may be held on April 29th. 16 or 17 kids are currently registered. There are at least four goalies between Junior C and U22. Junior C and Junior B will coordinate practices. A tryout fee will be charged this year to cover increasing expenses. The fee will be deducted from the team fee for those who make the team. Affiliated players will receive shorts and a shirt. Budget and Actuals. Chris shared the budget and actuals for the previous year. Total income was \$27,937.55. Team fees: budgeted \$11,500, collected \$10,400. Expenses included: Jerseys, shorts, and clothing. Referee costs. Floor time invoice. Timekeepers and announcer payments. Supplies for visiting teams. Travel (bus trips, hotel, and food). The team had a negative balance of \$4,159.43, but this included a bus trip payment for the upcoming year. Fines were unusually high due to issues with the OLA. The team started the year with a cash balance of \$10,900 and is currently at \$6,774. The goal is to maintain a balance of \$9,000-\$10,000 to cover expenses. The team will be looking for sponsorships and fundraising opportunities. U22 Affiliation - An email will be sent to U22 players to inform them about the team. The email will include dates for Junior B and Junior C tryouts. U17 Rules Document - A document was sent out that spells out the options for U17 players, as it is different from minor in some aspects and similar in others. In minor, playing for Gloucester for two years in a row results in the player becoming Gloucester property, which is not the case in junior. The document outlines the steps and rules in a concise manner, clarifying that after being released three years in a row to play for Gloucester Junior B, a player must return to Nepean and their center, rather than moving around to different spots.

3. U22 Coach

Nathan finalized Brandon Tkachuk as the U22 coach, who is the older brother of Justin Tkachuk. Chris will draft something up and send it out to them with the dates and copy Matt on it. The U22 team will make it easier to use players as affiliates without carding them or doing paperwork. Only an email approval from the coach and president is needed. Darcy from Gloucester is excited about Nepean having a U22 team, as it provides another team to schedule games against.

4. Referee in Chief

Caleb Bosomworth is likely to be the new Referee in Chief. Caleb Bosomworth is introduced as the potential new Referee in Charge. He has been involved with the Knights for a long time, playing Junior B, reffing, and scheduling timekeepers. Caleb has been reffing lacrosse for four seasons and hockey for three years. He feels well-suited for the IRC position due to his knowledge of reffing. This year, there is no tournament, which will make it easier for him in his first year.

The board voted on Caleb joining as the referee in charge. Caleb has offered to be the scheduler for referees, a paid position. There is a question of whether this presents a conflict of interest. Tyler held both positions last year.

5. Competitive Program Items

A coach tryout welcome message is needed, including an introduction, what the coach is looking for, tournament dates, bench staff information, and important links. A roster update process needs to be established for releasing players. Jeff proposes doing releases online to avoid issues with in-person cuts. He suggests posting the numbers of players invited back to the next tryout on the website. "Roster update" is a good way to call it. It was suggested that parents sign off on having their child's name on the website. If there's a court order preventing a parent from knowing a child's location, it's the parent's responsibility to inform the association. Old house league jerseys are currently used, but there aren't enough to assign the same jersey throughout tryouts. Names might be necessary for now, with tryout jerseys as a future consideration. Coaches will post roster updates with names of players who moved on, and will communicate when to check the website. Spelling names correctly is crucial. Brad can copy and paste from Jen's registration list, ensuring correct spelling from the source. Jen can give Brad access to all Google Docs. Feedback for Releases - There should be a standard method for parents to contact the coach for feedback on why their child was cut. Coaches can include follow-up information in their initial email. After the second tryout, jerseys could be collected until the new roster is posted, then redistributed. Jersey deposit: Collect \$10 cash for the jersey deposit? Collect jerseys on roster update days to redistribute later.

Tryout Structure & Communication - Coaches need to be on the same page regarding tryout dates and release dates. Coaches should communicate jersey return instructions, website update schedules, and subsequent tryout information. Guaranteed Tryouts. Every player should be guaranteed two tryouts. Coaches have the freedom to structure tryouts as they see fit, as long as it's transparent.

6. Communication with Families

Last year TeamSnap was used for tryout communication, but it is no longer being used. Suggestion to put the onus on parents to pay attention to email and the website for roster updates. Email from registration should be used for updates. Website can be updated with information such as which players are invited back, playing in the first half, etc. Marty suggests confirming the email address for communication during registration. Posting on the website relieves some pressure.

7. U15 Tryout Conflict

Four families whose boys play for a AAA hockey team have made it to the provincial finals and will miss all but one tryout. The coach generally knows the players and their ability. Derek suggests that prior knowledge can be used to inform the decision, similar to how injuries during tryouts are handled. Jess suggests the board needs to vote on whether they are okay with the players missing the tryouts. Transparency is important to avoid upsetting other families. Tanya suggests the board should relay the message to the parents, not the coach. Derek mentions that AAA hockey tryouts are moving up into the spring, which may conflict with lacrosse tryouts.

8. Coach Meeting and Recruitment

Suggestion to meet with the coaches to go over everything that was discussed and let them know what will be in the email that will be sent out. Need to recruit team 2 and team 3 coaches. Suggestion to include in the team one coach's email that they are looking for team two and team three coaches. Clarification that players can try out for any team they want. Kyle recalls that last year there was a mandate that kids had to try for team one. Jess recalls that the big discussion last year was about a possible difference in the amount you pay for your tryout fee if you don't come out to the team one tryout. Coach's Email - Jeff will be sending out a message to everyone who signed up for rep tryouts. Marty clarifies that everyone gets the same message. Suggestion to have a "from the board" section in the coach's email with information such as: If you don't plan on coming out to team one, please let the coach know. If you are interested in coaching team 2, please email Nathan as competitive director. Google Form for Coaches - Add an email option for those not included in registration. Include a copy-paste template for coaches' email letters to recruit for team two and team three coaches. Add links to player policy and merchandise.

9. Release Review Committee.

Committee should consist of four to five people, excluding those with children in the age group under review. Committee members should include the Risk and Safety Officer, Privacy Officer, and other board members. Respond to release requests within 72 hours and hold a hearing within 10 business days. Hearings can now be held virtually. Let the family speak first and ask probing questions related to the release application. Verify that the player registered before the third Saturday in March to be eligible for release. Release is only needed for competitive play, not house league. Committee members nominated: Marty, Jen, Tanya, Nathan. Residency Rules and Potential Issues - Send messaging to house league registrants outside the catchment area, informing them they cannot try out for rep. If approached about a player's residency, request proof of residency (utility bill, mail) from before January 1, 2025. If the family refuses to provide proof, contact the OLA for guidance. Knowingly registering a player from another association's catchment is considered tampering and carries a fine.

10. U15 Coaching and Girls' Program Update

Coaches have been provided with parent emails and specific information for tryouts and tournaments. The selected U15 coach had to step down due to scheduling conflicts. Looking for a new coach for U15 and waiting for U9/U11 registration numbers to recruit a coach. Considering U22 players to help with U9/U11 coaching.

11. Give Back Program

Jess is asking if anyone is taking over the give back program for the competitive teams. U13-U22 players volunteer at U5/U7 programs. Provides volunteer hours and mentorship opportunities. Debbie will take over the program and Jess will send her the template. Nathan may also participate.

12. Luceo vs. SportsHeadz

Luceo is for competitive teams, SportsHeadz is for entire Association. SportsHeadz allows communication with coaches regarding player availability. Luceo is a powerful sports app for coaching. Luceo App Presentation - Those present at the presentation: Jeff, Nathan, Marty, Mark, Josh. Jordan Hendrycks, the Canadian representative for lacrosse, presented the Luceo app. The app is designed for communication with players and for setting up plays. It allows users to animate plays and send them to players for review. Luceo offered the app for \$24.36 per athlete for four months, with coaches and parents receiving licenses for communication and involvement. Discussion around needing it for four and a half months to cover tryouts (April-August). Jordan said the extra two weeks would be included at no extra cost. The cost to the organization would be approximately \$4800 upfront for 200 users. There are options to pass the cost to the players by adding it to team fees or to reduce costs with advertising. A vote is needed before committing to Jordan. There is a need to double-check registration numbers to determine if the app will be offered to both girls' and co-ed competitive teams. Questions and Concerns - Jen asked if the app would replace SportsHeadz for communication, as SportsHeadz is already included with the website. The response was that Luceo is more for team operations than team communications. The cost after the initial four-month period is unknown, but a 30-50% discount is being offered, with no obligation to continue. Some were initially hesitant but became fully supportive after seeing the demo. Jeff and Marty are asked to share their opinions before the vote, considering the potential \$24 increase for competitive teams now and potentially \$36 next year. Kyle asked about the price per player for TeamSnap for comparison. TeamSnap cost about \$4200 a year Canadian for about 500 people, which was about \$10 per player. Coaches with lacrosse experience can contribute to the tool (Mark, Jordan, Nathan, etc.). The tool would provide plays, drills, and practice plans for house league coaches who lack lacrosse experience. Example: Coaches can "roll the dice" and pick drills from different categories to create a practice plan. The tool could help new coaches in competitive divisions (e.g., U13, U15). The tool aims to standardize coaching across the organization ("the Nepean way"). Current Resources vs. Luceo - The Nepean Way Resource Guide already exists with videos of drills. It lacks practice plans and easy sharing capabilities. Luceo would build on the existing framework, making it easier for coaches to create and share plans. Cost and Implementation - The initial quote was \$24 per player per season. There is a question of whether the association will provide iPads for coaches. The tool is compatible with computers, iPads, phones, and Android devices. Coaches can use the tool to assign homework and track player progress. Trial Year and Future Use - The current plan is to trial Luceo for one year with competitive teams. After the trial, the association will survey families and coaches to assess its value. There is a possibility of extracting videos and animations from Luceo to create a permanent library, even if the association doesn't continue using the tool. Concerns and Considerations - Jess raised concerns about the cost for families, especially those with

multiple children or financial constraints. There is a question of whether all coaches will use the tool effectively, given past experiences with the Nepean Way. There is a discussion about whether to include house league in the trial to get a more comprehensive assessment. Luceo approached NKMLA to use as guinea pigs for minor lacrosse. House League Involvement and Sponsorship - involving house league is important but questions adding a \$24 fee to their costs. Suggestion that the tool would benefit house league coaches by providing them with free sign-ins, even if it's primarily for competitive players. There's potential for sponsorship to cover costs, suggesting approaching companies like Splitsville or Fun Haven for advertising opportunities. Sponsorships could help offset costs, and there are still ways to assist house league coaches this year, even without full integration.

A vote was held and the proposal was approved for a trial year. Jordan Hendrycks, who brought the proposal, needs to sign a conflict of interest form.

13. Administrative Items and Sponsorship

Mavericks Donuts is returning this year with a kickback to the association, possibly with a "Knight's Donut" Tommy Guns will partner, offering 10% off with 5% going to the association. Mega City is providing a monetary sponsorship of \$250. There is potential for tiered sponsorships, including logos in rinks and banners.

14. Treasury Items and Signing Authorities

Signing authorities for Rob, Marty, and the President are still in process. There are concerns about processing expenses with Jess not present. It was mentioned a policy requiring multiple quotes for purchases above a certain dollar value. "This money that we're governing over belongs to the association families." A threshold needs to be established for when multiple quotes and board approval are required. Last year's threshold for requiring multiple quotes was around \$3,000-\$5,000 for equipment. A suggestion is made to require board approval for purchases above a certain amount and email approval from Marty, Rob, and Josh for amounts below that threshold. The goal is to avoid conflict of interest issues and ensure responsible spending. The board is open to further discussion and input on establishing a clear spending approval policy. Kyle can reach out to Josh, Marty, or Rob for anything needed. Small amounts can be approved by the three of them; larger amounts need board approval. Everyone should email Marty and Josh with their thoughts on fair amounts within the next few days (by Friday night).

15. House League Numbers

U11 might have 6 teams, U13 might have 5, and U9 might have 5 due to late registrations. There are currently 91 registered for U11. There are at least four teams in all other divisions. House League Jerseys - New jerseys were planned for four teams, but more may be needed due to increased numbers. Reversible pinnies were suggested, but they may be more costly than jerseys. Derek will check the inventory of old jerseys to see if they can be used. Practice jerseys (Buffalo Bandits, shamrocks, Rock Blue, Rush gray) could be used temporarily. Team Sizes - U9 has 66 players, which would be 16 players on a team of four or 13 players on a team of five. U11 would be 15 players across six teams. U13 would be 15 players across five teams. U15 would be 13 players across four teams. It was suggested to have 15 runners and a goalie per team. It was suggested to have a better system for an available pool of players where players can sub in. U15 Team Three - Traditionally, U15 team three players have played in house league. There is a question of whether to request team three players to play house league this year. Team three is not in any tournaments and may not be able to get into any. The request would be for team three to play house league.

Hitting Clinic - Hitting clinics were introduced last year and were mandatory for every age group from U9 to U15. The plan was to combine hitting clinics, coaching clinics, and sort outs. 50% of kids didn't have bicep pads, which put a damper on the hitting clinics. It says clearly on the website no friend requests. Suggested reducing the number of hitting clinic sessions from four to three due to the workload on instructors. They propose incorporating a 15-20 minute hitting and safety talk at the beginning of each sort-out session to reinforce its importance and potentially attract more kids. Dedicated hitting clinics had lower attendance because they were specifically advertised as such.

Friend Requests - Friend requests were initially intended to help kids from further destinations share rides, but they became universally honoured. Kyle expresses concern about balancing teams if all friend requests are accommodated and mentions a family threatening to drop out due to this.

Sticks - Free sticks were previously offered as an incentive for registration, but this is no longer the case. An email should be sent to families, particularly in House League, informing them that sticks will not be provided this year and that full equipment, including bicep pads and kidney pads, is required.

Kyle should send a welcome email to House League detailing how the sort outs will run and outlining the necessary equipment. We will bring a bucket of loaner sticks to the first session for kids who show up expecting a free one.

Registration is technically open until May 1st [Corrected - May 15th] per OLA rules, but it's shut down on April 1st, and late registrations are handled via email. A new 2025 registry list should be created to send out a welcome email with relevant information. The email should mention T-shirts being given out instead of sticks due to complaints about stick quality.

Medals - Medals should be given to U5 and U7 participants, as kids at that age love them.

Equipment - Competitive teams pre-ordered polos for uniforms in the past. The association orders polos in bulk, with options for both boys and girls.

Game shorts are sourced through Uncommon Fit and cost \$22 a pair. A date needs to be set to check the stockpile of shorts at Bell. Bins will be needed by the end of the season to organize house league returns. Shorts - Add shorts sizing to Team 1 emails, similar to polo shirts. Have kids try on shorts at tryouts to determine sizes. A meeting with coaches, Marty, Jeff, and Nathan will be booked to finalize shorts and polo orders.

Nets - Help is needed to move nets at the beginning of the season. Nets need to be moved from Bell to Richmond to Manotick. U17 will not be using bigger nets this year. The city may take over the nets. Renting a trailer from Home Depot is an option for moving nets.

Coaches' lists are being kept up to date. Police record checks must be completed. PRC letters can be provided to potential coaches to avoid fees.

16. External Grants

Stephanie Pagan, former president of the Griffins, offers grant application services. She has secured significant funding for non-profits in the past. The fee is \$2,500: \$1,000 upfront and \$1,500 upon submission. Grants can be used for equipment, facilities, and program development. Grant money could be used to support a payment program for families in hardship. The grants are for 10 to \$100,000 and she's never gotten less than \$50,000. How successful are 10 similar organizations all applying for similar things going to be from one funding source? The city also has minor capital grants where they'll give organizations matching money. The minor cap is like 10 or 20 grand. Trillium Fund Grant Application - Application periods for different grants: Capital grant closed March 5th. Seed grant

opens July 23rd. Growth grant opens October 20th, 2025. Unsure which grant Stephanie Pagan is applying for, but notes that applications go in around August 10th or 11th. Seed grant seems most applicable: "Applicants can apply for funding to support organizational planning, pilot a new program, and build their capacity to plan for future programs and services." OTF invests in "fostering fitness, physically active lifestyles, supporting youth to develop stronger social, emotional, and leadership skills." Grant Application Strategy grant money could offset other expenses. Asks that the grant information be forwarded for review. Drafting the application as a group discussed. The board decided to decline Stephanie's offer and work on the application themselves.

17. Competitive Team Evaluators

Tanya asks about the process for selecting people to stand in the stands and make rosters for competitive teams. Jeff says that the coaches typically pick people to do that for them. Jeff, Tanya, Nathan, Marty, and Josh will discuss evaluator selection offline. Jeff will draft an email to coaches regarding evaluators and on-floor helpers, emphasizing conflict of interest avoidance.

18. Coach Meeting

A coach meeting will be scheduled to address questions and suggestions. Questions and suggestions should be written down in advance. After the meeting, an email will be drafted and sent to the coaches.

Move to adjourn the meeting: Josh (initiated), Russell (seconded)