



**Nepean Knights Minor Lacrosse Association**

Special Meeting: New Bylaw Vote  
Monday, October 23, 2023, 7:00 pm

Google Meet: <https://meet.google.com/ktq-ifpj-zny?hs=224>

Join by Phone: (CA) +1 226-213-9739

PIN: 370086590



**Present:** Al Brown, Phil Kiazzyk, Jill Balcome , Chris Hipwell, Mark Lange, Jessica White,

**Absent:** Jo-Anne Green, Dan Leduc, Tyler McDonald, Marty McFarlane, Stuart McFarlane, Lisa Nowostawski, Sheldon Spears, Jason Bosomworth, Paula McNaught, Jill Balcom, Chris Hipwell, Derek Herfst, Cheryl Scott, Nicole Zywicki, Jon Zywicki

**Call to order:** Al, Chris Hipwell

**1. Vote on new Bylaws**

- We have seven on the call and would like to take a vote on the current proposed Bylaw. We'll record the proposal, and votes to determine the outcome and move forward accordingly. With seven present, four is the number for the proposal to pass.

**The vote is to approve the new Knights Bylaw, dated October 29, 2023?**

Those in favour (Yes) – Two

Those opposed (No) – Five

- The proposed Knights Bylaw dated October 29, 2023 has not passed and will not move forward as is.
- Discussion among attendees indicated that the opposition to the Bylaw is specific to the proposed Honorarium referenced in s. 2.09. The group requested this be stricken/removed from the Bylaw, the document updated and a new vote conducted.

**The vote is approve the new Knights Bylaw, dated October 29, 2023 (Updated at 8:12pm)**

Those in favour (Yes) – Seven

Those opposed (No) – zero

- With the unanimous vote in favour of the new Knights Bylaw, dated October 29, 2023 (8:12pm version), the Bylaw has been accepted by the board and may move forward (AGM).
- The approved Bylaw will need to be presented and passed again at the upcoming AGM. The document will be shared with membership so they have appropriate time to review prior to the AGM (10-50 days notice prior to AGM) with the agenda and all related attachments). Members may provide feedback/questions during the AGM. If members are not present at the AGM, then they are assumed in support. One member per family (membership is determined by the definition stated in the Bylaw).

**2. Roles and Responsibilities**

- A structure was created despite some debate on where all the pieces fall. The document may be located on the Knights Drive, under the Roles and responsibility folder.
- This document identifies Directors, then Officers as we understand the roles to be.

- There are nine Directors identified, each with certain rules to follow. It will be up to each director to define/decide how the related roles will be helpful to them for them to do their job (vs what they prefer/can do themselves). To gain interest and more volunteers, the intent is to post a list of all the vacant roles on the list. Then once we obtain feedback, we can decide as a board what is required, and hold open discussions with interested members on roles available, and what may interest them in relation to what positions require filling.
- There may be roles we don't "need" however this is a general structure that we may use to peak interest among members, spread out the work among board members and volunteers, and identify roles/responsibilities that can be shared.
- Reminder – the roles and responsibility framework is not set in stone. Use it as a guideline.

### 3. Loan Forgiveness - Axemen

- As previously mentioned, we have always tried to support and help the Axemen whenever we were asked to. We have a large membership and if they need support, we want to support them. However, we are currently in a situation in which we may not necessarily be able to proceed in the same manner as we have in the past, as well, we cant necessarily provide loan forgiveness at this time.
- This past season we agreed to help the Axemen by helping set up floor allocation, at a reduced rate. The agreement was we would help them, and they agreed to pay us back. Presently they are approximately \$500 short and have not yet reimbursed the KNMLA.
- We are not in a position to write this loan off, but it puts us in a precarious situation as we did not have anything in writing with them, nor do we have a sponsorship "deal" with them. This raises the question on how we want to proceed going forward. As a board, we need to ensure we move forward correctly regarding sponsorships through formalization of the process(es) and or policy.
- Jason has been advised that the issue would be brought to the board, and the boards position will be shared with him in return following this meeting.
- The board discussed the issue and it was determined that we should ask the Axemen how much they can pay back at this time, and carry over the outstanding balance (interest free) to next season to be paid. If they can not commit to repaying the full amount (now or next season), then we need to discuss with them a formalized way to be reimbursed (e.g. where can they specifically help us to repay the balance). We need them to provide us with a plan on how they are going to help us to settle the outstanding amount, and this needs to be documented.
- Moving forward, if the Axemen want KNMLA sponsorship we need to have it documented, in an agreement that they, and we are comfortable with. This will ensure that expectations for repayment are recorded, understood, and agreed upon by both parties. Part of this needs to be a caveat as to how the loan will be repaid if there is a financial shortage by the Axemen.
- Reminder – The sponsorship money is not ours to give, we must be able to explain and justify to the membership what money was provided, what the agreement was, if it was repaid, and if not, why loan forgiveness was provided.

### 4. Junior C

Chris recently attended the Junior C AGM and had a couple items to share;

1. Akwesasne put forward a bid for a Junior C team in the league. They provided documentation prior to the AGM, and attended to present their proposal.
  - The discussion following the presentation determined that more information was required. The bid excluded a letter of endorsement from the minor association. They did indicate they had verbal support but no paperwork. The presentation was made by two parents of youth who would

be playing on the team. The AGM group wasn't overly confident with the financials presented. Following the presentation there was discussion, specifically from Beth (Cornwall) whom would be impacted the most. Beth did not seem concerned about the potential Jr C team, however some background on the ownership, and the previous history surrounding potential lack of commitment to new formation of a team may be an area of concern. No decision was determined, but the presenters were asked to obtain the support of the minor team so if/when the owners creating the team departed, there would be continuous support to ensure the longevity of the team (and support to continue it).

- Akwesasne will present again at the OLA AGM, and it will be put to a vote at that time.
- 2. Barrie has placed an application to move from a Junior C to a Junior B team This will be voted upon at the upcoming OLA AGM.
- 3. Fee increases that the CLA is bringing forward was discussed at this AGM as well.

## 5. Junior A in Ottawa

- Two months ago, Matt Firth presented a proposal for a Junior A team in Ottawa which was not approved at that time. (Two owners did not approve so it did not move forward due to lack of votes).
- The Junior A proposal will be revisited on November 10, 2023. They will stand and present again for a Jr A franchise.
- Its expected that should the Jr A team be approved, the KNMLA may be approached for financial support. As a board, we'll need to consider this, and our approach (if any). Should this occur, we may want to request they present to us so we know their plans before making any decisions.
- Jr A team budgets are quite large, and their cost could be double (or more) of the Jr C team budget, which is substantial. We as a board will need to determine if we are in a position to consider sponsorship, and if so, how much.
- Reminder – A Junior A team in Zone 5 wont only benefit the KNMLA, but all the associations in Zone 5. Should a Jr A team be approved, it should be suggested that all associations, not just KNMLA, be approached for financial support.

## 6. Non-parent Coaches

- This is a topic we should discuss in more detail. The cost to reimburse accommodations, courses and other expenses is quite a bit, and we need to have a general procedure or guidelines on how its approached.
- The association has been reimbursing non-parent coaches for courses, and accommodations, while teams individually determine additional financial support for non-parent coaches. This should be standardized so moving forward all coaches/managers/parents may have consistent conversations when formulating budgets. The association can not continue to support all accommodations for all non-parent coaches as its extremely expensive.
- The association selects head coaches, and therefore if a non-parent coach is required as a head coach, the association should be supportive financially in some way. That being said, once the association selects head coaches (parent coach), the head coach then determines if an assistant coach is a non-parent, and in these situations, the responsibility lies with the team to budget for non-parent coach expenses, not the association.
- Part of the discussion on non-parent coaches, financial reimbursement and selection will need to include situations where there are no options for coaches (no parents available), and a non-parent coach is the only solution.
- We want to encourage players who age out to return and give back to the association, but how can we do so in a way that engages and not discourages them from returning?

- Some options to discuss;
  - the inclusion of a small cost in fees, that equals one lump amount, that is divided by all non-parent coaches that season. The amount may vary year to year based on registration numbers, and non-parent coach requirements, however this is a very transparent option.
  - partnerships with Junior A or C teams to offer to mentor new coaches with an agreement for additional participation in KNMLA skills/sessions/winter lax etc. which may result in more successful association events, which could offset our non-parent coach costs (generates income or takes pressure off other areas of our association).
- A consideration during this discussion is the Girls Program. Having females on the bench is extremely important for our female athletes. The girls need to see that coaching may be a path for them. We need to encourage this and foster it as much as we can.
  - Suggest reaching out to Jim in Barrie to obtain information and support from him in regard to the girls program. He may be able to help guide us.
  - Consider partnering with girls basketball associations to show the girls the skill tie-in basketball-lacrosse, encourage them to try it during the winter when their season ends. The overlap is only a couple of weeks (end of basketball / start of lacrosse).

**Meeting Adjourned**