



MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
Canada Soccer Head Office, Ottawa, Ontario
September 20, 2025 9:00 AM ET

Present:

Peter Augruso, President and Chair
Paul-Claude Bérubé, Vice President
Brad Baker
Kelly Brown
Tony Delblond
Michael Downey
Stephanie Geosits
Dominique Grégoire
Orest Konowalchuk (by phone)
Tara Larsen
Terri Mattucci
Gayle Statton
Don Story
Davide Xausa
Kevin Blue, CEO & General Secretary

Also in attendance:

Timothy Hutzul, General Counsel & Corporate Secretary
Erin Crowe, Chief Operating & Chief Financial Officer
David Choinière (by invitation of the Board)

1. Call to Order

The Chair called the meeting to order at 9:05 AM ET and stated the vision, mission, and values of the organization.

2. Land Acknowledgement

Director Baker acknowledged the land on which everyone gathered for this Board meeting.

3. Declarations of Conflict of Interest

It was noted that declarations of conflict of interest related to the discussion of the commercial update were received.

4. Approval of Consent Agenda

M-20 MOTION: On motion duly made and seconded, it was unanimously resolved to approve the consent agenda as presented in the meeting materials.

CARRIED.

5. Approval of Agenda

M-21 MOTION: On motion duly made and seconded, it was unanimously resolved to approve the meeting agenda as presented.

CARRIED.

6. Board Calendar Update

The Board calendar was received for information.

The Chair led a brief discussion that highlighted the timing of the FIFA Congress and the immense pressures on the staff of Canada Soccer as a result of various matters, including the co-hosted home World Cup, leading to the decision (previously approved in principle at the June meeting) to move to a two-part hybrid Annual Meeting of the Members (AMM). As a result, the financials would be presented on the original date of the AMM in May via a virtual meeting and the formal business of the annual meeting would be done via a hybrid meeting to be held on August 15th.

M-22 MOTION: On motion duly made and seconded, it was unanimously resolved to approve the two-part hybrid meeting as described above subject to final approval from Ottawa.

CARRIED.

Subsequent Event Note—final approval was officially received after the meeting.

7. Discussion Arising from Reports

The President led a brief discussion given the robust agenda. Discussion included the need to engage in a periodic review of the Code of Conduct policy to ensure compliance with best practices and questions about various Board committees.

8. Motions from Committee Chairs

The motions presented by the Committee Chairs were all approved under different items in the agenda.

9. Review of Outstanding Actions/Motions

The action items listed in document 9.1 presented with the meeting materials were briefly discussed.

10. Nomination of Board Secretary

There was a brief discussion of the rationale for appointing a bilingual board secretary and the qualifications of David Choinière, the candidate put forward by Director Bérubé. It was discussed and agreed that the Board Secretary should work with and have a dotted line to the General Counsel.

M-23 MOTION: On motion duly made, it was unanimously resolved to appoint David Choinière to the newly created volunteer position of Board Secretary.

CARRIED.

The Board Chair welcomed Mr. Choinière to Canada Soccer.

11. Stakeholder Committee Presentation

Director Statton presented the stakeholder report contained in the meeting materials, noting several issues surrounding communication and the need to clarify mandates. Brief discussion ensued.

12. LBB Strategies Update

The Board Chair led a brief recap of the previous day's session with LBB Strategies. Brief discussion ensued and the consensus was that the meeting had been productive and had achieved its mandated purpose.

13. One Canada Update

The Board Chair gave a brief update on the findings of his cross-country tour in support of the One Canada initiative. He noted that his findings include strong support for a national insurance program, centralized player registry and greater information sharing and communication with the membership. Discussion ensued.

14. 2026 FIFA World Cup Update

The CEO & General Secretary provided an update on efforts and activities related to the 2026 FIFA World Cup, including ticketing allocation issues, the ticket lottery and the success of the Canada Red program in driving support in increasing donations to the Canada Soccer Foundation. A brief Q&A ensued.

15. Provincial Update

General Counsel & Corporate Secretary led a brief discussion on a variety of issues involving the Provincial members including: (a) a summary of several disputes between provincial associations and their members; (b) several letters raising issues with the 2025 AMM and offering suggestions; and (c) issues related to provincial associations, including the enforcement of policies related to safe sport and workplace safety. Mr. Hutzul noted the actions of Canada Soccer to ensure that members met their obligations regarding safe sport and that Canada Soccer would continue to monitor developments.

Further discussion ensued about the 2025 AMM and the Board requested that a follow up response go out to the provincial associations and that Mr. Hutzul review the letters related to the 2025 AMM and Code of Conduct issues referenced in their letters.

The issue of Alberta's Bill 29—Fairness and Safety in Sport Act was also raised and the Board agreed that Canada Soccer should monitor the implementation and potential impact of the Act, and at a future date assess what, if any, response was appropriate.

16. Commercial Update

External counsel Jim Bunting joined the call to discuss a commercial matter.

Director Bérubé and Director Story recused themselves.

M-24 MOTION: On motion duly made, it was unanimously resolved to go in camera.

CARRIED.

Discussion ensued and counsel answered a number of questions.

M-25 MOTION: On motion duly made, it was unanimously resolved to come out of camera.

CARRIED.

Following completion of this issue, Director Bérubé and Director Story rejoined the meeting.

17. Board Survey Results

Mr. Hutzul led a brief overview of the 2025 Board Survey results contained in the meeting materials. A brief Q&A about the survey followed.

18. Risk Report

There was discussion about the form of the risk report and suggestions about possible ways to improve the utility of the report on a go forward basis. Management undertook to review this at an appropriate time.

19. Financial Update

The Chief Financial & Operating Officer and Director Grégoire presented the financial update contained in the meeting materials. Highlights included the potential sale of the Canada Soccer head office pending interest at an acceptable price. Discussion on various topics ensued.

M-26 MOTION: On motion duly made, it was unanimously resolved to approve management to market the sale of the Canada Soccer head office, located at 237 Metcalfe Street in Ottawa, ON.

CARRIED.

20. HR Update

The CEO & General Secretary provided a brief update on the ongoing search to hire a national sporting director, outlining the expected benefits to be derived from this position, amongst other topics. Due to confidentiality agreements, privacy legislation and certain sensitivities, the Chair asked for a motion to go in-camera to discuss certain HR matters.

M-27 MOTION: On motion duly made, it was unanimously resolved to go in camera.

CARRIED.

Mr. Hutzul provided an update of various HR matters including the resolution of one outstanding matter. Discussion ensued and counsel answered a series of questions.

M-28 MOTION: On motion duly made, it was unanimously resolved to come out of camera.

CARRIED.

21. Review of Code of Conduct and Ethics

The changes in document 23.1 presented with the meeting materials were taken as read. There being no further discussion, a motion to approve the document presented was tabled.

M-29 MOTION: On motion duly made, it was unanimously resolved to approve the Code of Conduct and Ethics as presented.

CARRIED.

22. Safe Sport

Other than the issues related to the monitoring and implementation of safe sport screening noted in the Provincial report above, it was noted that there were at present time no pressing issues in this area. The Board

affirmed its commitment to being a leader in safe sport.

23. Other Business

Director Bérubé informed the Board of the new CPL franchise to be located in Laval, Quebec.

24. In Camera With the CEO

M-30 MOTION: On motion duly made, it was unanimously resolved to go in camera with the CEO & General Secretary.

CARRIED.

Discussion ensued.

M-31 MOTION: On motion duly made, it was unanimously resolved to come out of camera.

CARRIED.

25. In Camera

M-32 MOTION: On motion duly made, it was unanimously resolved to go in camera.

CARRIED.

A brief discussion ensued.

M-33 MOTION: On motion duly made, it was unanimously resolved to come out of camera.

CARRIED.

26. Adjournment

M-34 MOTION: On motion duly made, it was unanimously resolved to adjourn the meeting.

CARRIED.