



MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
Ottawa
January 23, 2026 12:00 AM ET

Present:

Peter Augruso, President and Chair
Brad Baker
Kelly Brown
Dominique Grégoire
Tony Delblond
Michael Downey
Stephanie Geosits
Orest Konowalchuk
Tara Larsen
Terri Mattucci
Gayle Statton
Davide Xausa (left at 12:40)
Kevin Blue, CEO & General Secretary

Absent:

Paul-Claude Bérubé, Vice President
Don Story

Also in attendance:

Timothy Hutzul, General Counsel & Corporate Secretary
Erin Crowe, Chief Operating & Chief Financial Officer
David Choinière, Board Secretary
Drew Munro (consultant from the Talent Company) (1:00 PM to 1:35 PM)

1. Call to Order

The Chair called the meeting to order at 12:03 AM ET.

2. Land Acknowledgement

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

3. Declarations of Conflict of Interest

No declarations of conflict of interest were received.

4. Approval of Agenda

M-51 MOTION: On motion duly made and seconded, it was unanimously resolved to approve the meeting agenda as presented.

MOTION BY: Stephanie Geosits

SECONDED BY: Dominique Grégoire

CARRIED.

5. Discussions about the Consent Agenda - Discussion Arising from Reports

Minor revisions were suggested to the draft minutes of the September 20 and November 28, 2025, meetings. The Board members agreed on the suggestions.

Discussions and questions were raised regarding the President's report, notably concerning the actions taken following the One Canada report.

ACT 1 ACTION: Prepare and circulate the ONE Canada summary and the Management Next Steps document that will be shared with the provincial associations.

Responsibility: Chair

Discussions and questions were raised regarding the CEO's report, notably concerning the National Training Centre and the potential sports betting partners. Several directors expressed reservations about such potential partnership related to sports betting.

ACT 2 ACTION: Prepare and circulate a business case, including additional information on the proposed sports-betting opportunity, before the next Board meeting.

Responsibility: GS

6. Approval of Consent Agenda

Minutes from the previous Board Meeting

6.1 Minutes from 20.09.2025

6.2 Minutes from 28.11.2025

Minutes from Previous Committee Meetings

5.3 Governance Committee Minutes from 09.01.2026

5.4 Compensation Committee Minutes from 13.01.2026

M-52 MOTION: On motion duly made and seconded, it was unanimously resolved to approve the consent agenda as presented in the meeting materials.

MOTION BY: Gayle Statton

SECONDED BY: Brad Baker

CARRIED.

7. Board Calendar & Adjustments

Due to the timing of the Men's National Team match scheduled for Saturday, March 28th at 1pm at BMO Field (Toronto), it was discussed to change the schedule of the next Board meeting scheduled for March 28, 2026.

To allow Directors to attend the game, the Chair proposed holding the meeting on Saturday, March 28, from 8:00 a.m. to 11:00 a.m., and continuing on Sunday, March 29, from 9:00 a.m. to 12:00 p.m. It was agreed that the new schedule would be confirmed in the coming days.

8. Compensation Committee update

Orest Konowalchuk (chair of the Compensation Committee) introduced Drew Munro of The Talent Company, who conducted the CEO performance evaluation. Drew Munro joined the meeting at 12:58 to discuss the CEO performance review.

Prior to the Board's discussion of the CEO performance review, Timothy Hutzul (GC), Erin Crowe (COO and CFO) and Kevin Blue (CEO and GS) left the meeting.

M-53 MOTION: On motion duly made, it was unanimously resolved to go in camera.

MOTION BY: Stephanie Geosits

SECONDED BY: Dominique Grégoire.

CARRIED.

Discussion ensued with Drew Munro.

M-54 MOTION: On motion duly made, it was unanimously resolved to come out of camera.

MOTION BY: Stephanie Geosits

SECONDED BY: Dominique Grégoire.

CARRIED.

Upon conclusion of this item, Drew Munro left the meeting, and Timothy Hutzul (General Counsel), Erin Crowe (COO and CFO) and Kevin Blue (CEO and GS) rejoined.

9. Motions from Chairs committee

M-55 MOTION: To approve the 2025 CEO Performance Review ("**Report**") prepared by the Talent Company dated January 23, 2026, and to approve the release of the Report to the CEO forthwith.

MOTION BY: Orest Konowalchuk.

SECONDED BY: Stephanie Geosits.

CARRIED.

No further motions were presented by the Chairs committee.

10. Alberta Update

The Chair led a discussion providing an update on governance matters related to the Alberta Soccer Association, including the involvement of Alberta's courts of general jurisdiction. The Board members expressed their concern about the situation at the Alberta Soccer Association and agreed to closely monitor how events unfold.

The Chair also informed the directors that FIFA had expressed concerns regarding potential governance problems involving a district within the Alberta Soccer Association. The Chair suggested that Canada Soccer formally communicate with the Alberta Soccer Association to address these allegations.

ACT 3 ACTION: Draft a letter to the Alberta Soccer Association requiring it to respond to and address the allegations raised by FIFA.

Responsibility: GS and Chair

11. Governance Regulations

Stephanie Geosits (chair of the Governance committee) provided an update on the new Governance Regulations, incorporating feedback from the Directors. The current priority is to provide a framework to the Compliance Committee and the Association Committee. The Governance Committee's objective is to submit the new Governance Regulations for approval of the Board as soon as possible.

12. Canada Soccer Transgender and Non-Binary Policy

The Chair led a discussion on feedback raised by some Canada Soccer members about the proposed transgender policy. The GS outlined what had been done to date to consult with provincial associations.

Stephanie Geosits (chair of the Governance committee) and the GS led a discussion on the policy wording as drafted, and the Board members shared their comments. It was agreed that the Governance Committee will circulate an amended version, then return with a revised draft for consultation with the provincial associations, followed by submission to the Board for approval.

ACT 4 ACTION: Circulate an amended version of the Transgender and Non-Binary Policy, then return with a revised draft for consultation with the provinces, followed by submission to the Board for approval

Responsibility: Governance Committee

13. Soccer Stakeholders Committee

Gayle Statton presented the Stakeholder Committee's recommendations, including the supporting rationale and their strategic alignment. The Chair recused himself from parts of the discussion that were related to the structure of the volunteer role of the President and the fact that the role was compensated in some other federations.

The Board members asked for clarification on the practical implications of the recommendations and provided comments.

M-56 MOTION: To accept the three Soccer Stakeholder Committee recommendation, as presented to the Board.

MOTION BY: Kelly Brown

SECONDED BY: Tony Delblond

CARRIED.

ACT 5 ACTION: Finalize an Official Languages Policy and seek Board approval by June 30, 2026.

Responsibility: Governance Committee

ACT 6 ACTION: Commence a landscape analysis to assess how the role of President is handled on a paid vs. volunteer basis. The assessment information should be brought forward to the Board by December 31, 2026.

Responsibility: Governance Committee

ACT 7 ACTION: Work with its stakeholders, Board and CEO to develop and finalize an engagement and consultation framework for all Canada Soccer's stakeholders. A first draft of the new framework should be presented to the Board by June 30, 2027.

Responsibility: Soccer Stakeholders Committee, Governance Committee, GS and the Board

14. Update of Nominations Process for the Compliance Committee/Board of Directors

David Choiniere (secretary of the Electoral Committee) gave an update on work of the Electoral Committee regarding the nomination of the Compliance Committee.

15. Risk Report

The GS led a discussion and answered the directors' questions regarding his risk report.

16. Financial Update

The COO and CFO gave a financial Update and Board members sought clarifications and asked questions.

17. Safe Sport

The GS noted that there were no Board-level issues in this area at this time.

18. Other Business

Brad Baker provided an update on the applications received for the Indigenous Working Group.

19. National Championships regulation

Board members expressed discomfort with approving the Regulations for the 2026 National Championships

because they did not have sufficient time to review the documents before the meeting. It was agreed that an executive summary of the modifications would be provided to Board members, who would then vote by email once they had completed their review.

ACT 8 ACTION: Provide an executive summary of the changes to the Regulations for the 2026 National Championships to the Board members, then proceed with an email vote on the motion to approve them.
Responsibility: GS

20. In Camera with GS

The CFO, GC and the Board Secretary left the meeting before going in camera.

M-57 MOTION: On motion duly made and seconded, it was unanimously resolved to go in camera.
MONTION BY: Stephanie Geosits
SECONDED BY: Gayle Statton
CARRIED.

A brief discussion ensued. The GS then left the meeting.

14. In Camera (Without GS)

A brief discussion ensued.

M-58 MOTION: On motion duly made, it was unanimously resolved to come out of camera.
CARRIED.

16. Adjournment

M-59 MOTION: On motion duly made, it was unanimously resolved to adjourn the meeting.
CARRIED.