



WALES LACROSSE

Annual General Meeting 2019

Minutes of the Meeting

Held on 19th October 2019 at Monmouth School for Girls, Monmouth, NP25 5 XT

A total of 63 people were in attendance with 62 being members making the meeting quorate.

1. Welcome from the WLA and apologies of absence

Roger Baynham (RB), Chair of the Executive, welcomed everyone to the meeting.

Apologies for Absence: Margaret Corbitt, Julia Hope Gill, Lynne Spackman, Jan Land, Annaleene Holliday, Emma Hawkins, Lucy Fowler, Gordon Shumack, Dan Funnell, Anni Seaborne, Matt Taylor (parent of Florence & Annie), Caroline Martin (parent of Nia), Nuala Tainton (parent of Siobhan)

Present: Peter Hicks, Rozy Baynham, Nicola John, Roger Baynham, Tony Higginson, Simon Hughes, Mel Wiltshire, Catherine Coulthard, Marie Martin, Nick Hewitt, Richard Summers, James Perrin, Penny Ashby, Luke Hamilton, Tom Perera, Owen Edwards, James Richardson, Paul Simpson, Jack Hallett, Thomas Porter, Ronan Wilcox, Flora Burdett, Izzy David, Amelia Rodenhurst, Eleanor Williams, Caitlin Lunde-Maclaren, Nia Martin, Ellie Mathews, Ellie David, Hattie Dennes, Fiona Roberts, Imogen Lack, Evie Tipping, , Oliver Harwood, James Chambers, Roman Morgan, Lottie Daves, Georgie Young, Sian Evans-Evans, Nell Jones, Charlotte Hook, Siobhan, Tainton, Iris Downes, Juss Lynch Grut, Joe Hicks, Will Graham, Lucy Mayer, Amelia Stanfield, Lara Harries, Flora Dennes, Maddie Coupe, Lara Hugh, Mia Monsen, Ina Price-James, Paul Champman, Jack Murray, Bronwyn Wydenbach, Alex Williams, Tomos Rosser, Maggie Hughes, Ali Earnshaw Punnett, Caity Patrick, Rachel Dawes (parent)

2. Minutes of the previous AGM held on 9 September 2018

The Minutes of the last meeting, having been circulated to all members by email, were presented for approval by the Chair.

Proposed Rick Summers

Seconded Mel Wiltshire

Vote - Unanimously accepted by meeting

3. To receive Annual Report of the Chief Executive

Simon Hughes, Chief Executive presented his report.

Welcome All

I am delighted to have the opportunity to speak to you today about where we have come from and where we are going.

However, it would be remiss of me not to start by first congratulating our Men on becoming Home Nations Champions for 2019. It is a testament to all the hard work put in by everyone associated with the Men's team.

It was also hugely pleasing to see the men put out an under 20 team for the inaugural U20 European Championship in Prague – coming a fantastic 6th. This is an area we are very keen to grow.

Our Women have also been very busy, with the European Championship in Israel and the Under 19 World Championship in Canada.

The Women had everything thrown at them to disrupt their performance by the host nation, Israel, but showed resilience and determination to finish with the Bronze medal. Our 19s had a fabulous tournament maintaining their ranking of 7th in the World, while we also took 3 touring academy teams to Canada to begin to give them exposure to International tournaments.

While we can be rightly proud of all the achievements across all the National Squads, we wish to set the bar even higher and will be aiming to equal or better these positions in the next few years.

So what has the Executive been doing these past 12 months and how are we aiming to help our coaches and national squads going forward?

There were a number of areas that needed our attention, some more urgent than others before we could start looking at other areas and the development of the game in Wales.

Compliance & Governance

This was our biggest concern, our Governance/Compliance was many years out of date and leaving us as executives and you as members exposed to risks. Sport Wales had been heavily critical of us. In addition, we needed to ensure that our Constitution was brought into the 21st Century. Sports Wales also recommended that we have one central Website as a Governing body that was all encompassing.

I won't bore you with the details, but I'm delighted to say, we finally have in place Governance that Sports Wales has endorsed. We have one central website, capturing all our teams and information regarding the National Body. I must thank Anni Seaborne's Dad for going through all the Governance & Compliance documents and challenging us to ensure they were correct, while Will & Helen David gave us invaluable legal counsel in producing the new Constitution that has been circulated to the membership for adoption.

Safeguarding & Child Welfare was probably the biggest single area we needed to address and ensure our policy framework was rigorous and conformed to the highest standards. David Cooke, who is our Safeguarding officer, worked with the CPSU in sport to ensure that we are 100% compliant in this area. We are also currently creating a team to ensure both the Women's and Men's Academies have access to Welfare Officers. A massive thanks to David for addressing this area.

Before we think we can put this to bed, this is an ongoing task, which will be constantly updated as new legislation is brought in.

Board & Constitutional Changes

This is an area we will be voting on today. We have to bring Wales Lacrosse into the 21st Century. The streamlining of the Board and the ability of the Board to appoint advisors for up to two years allows us the flexibility to address the challenges that Boards are faced with. For example having the opportunity to appoint HR or Legal representation to the board as well as Safeguarding, gives us the flexibility to bring in skilled external (if needed) people to ensure that we can comply with the challenges faced by many in today's society.

And now, perhaps to some lighter areas that the Executive has been working on.

As part of our plans to be a unified National Governing Body, ensuring that we focused on both Men's & Women's teams equally, we felt that it was necessary to have one logo. Well this took a lot longer than you would have imagined, and some of you may actually think what's changed! However, if you look closely enough you will see that the lacrosse sticks capture those used by both the men's and the women's games.

Women's Academy

This has been a huge success and many thanks to Mel and Maggie for having the vision to drive this forward over the past 18 months. And as I look around I see a number of our future Internationals sitting in front of us. The Academy now has 100+ players and we have recently overhauled the coaching structure to ensure that the girls get the best possible coaches and a platform to perform going forward.

We are exceptionally keen for this to be expanded into the Men's game.

However, there is little point of having an Academy if we do not have a clear pathway for our elite players into the National squads. With the advent of the Seniors Academy and the development of junior players, we can now safely say we have competition for places. No player should assume that once in the squad they will remain.

Coaching

We want all our players at all levels to have the best possible coaches. With this in mind, all our coaches going forward must be qualified to a certain level before we will appoint them to head up our National teams. We are developing aspiring coaches, and use the academy, where possible to blood them under the watchful eye of our qualified coaches. We are hopeful, at some stage, to develop our own Welsh coaching badges.

We are continually working to improve the standard of coaching in Wales. We currently utilize the England Lacrosse courses to improve the standard, but also have been working with Mark Bennett, MBE on further developing coaching styles that are strongly behaviours led.

This "culture" is one we wish to instill across all our working environments from Board to officials, to coaches of all teams at all levels.

Home Internationals

The 2020 Home Internationals are being hosted by Wales. We already have the venue – the brand new FAW facility in Wrexham. We are talking to potential sponsors for the event. A huge amount

of work has being undertaken by Anni Seaborne and she has built a working party to assist her in this. We are excited that we will also have the Men's U20s at the event for the first time as part of their preparation for participating in the U20 World Championship in Limerick in July 2020.

Sponsorship

There are two key areas we are focusing on next year. One area is sponsorship. Now that we have the Governance in place, the website and have really become unified as one, we are in a position to work with Sponsors to obtain much need funds. This isn't going to be easy – let's face it we don't have Sky Sports contracts to fall back on, but we have a very desirable market – you and your network, and I would encourage people who you know that may be interested to come forward – either contact myself or a member of the board.

Development/Grassroots

The other key area is developing the game in Wales. This is the next critical step for us. There is a huge amount of work needed by us to ensure that we achieve this. Encouraging schools to play lacrosse in Wales is one of our key goals for 2020 and beyond.

So, as you can see, while it may appear from the outside that little has changed, we have achieved a lot. But the work doesn't stop there. Our focus is to bring a higher level of professionalism to Wales Lacrosse and National Teams while ensuring an environment that all can thrive in.

Finally, it remains for me to say a huge thanks to the Executive for the support and hard work they have put in to help the association become stronger. For those stepping down, we wish you well for the future, for those that remain, the hard work continues.

Thank you.

4. To receive the Financial Report and the report of from those certifying the Annual Accounts and to approve the annual accounts for the period ended 31 March 2019.

The Accounts, as previously circulated to the Members, were presented by Nicola John (NJ), Treasurer of the Association. NJ reminded the meeting that the Accounts were for the period April 2018 to March 2019.

NJ explained that it had been recently agreed to refund the men and management £200 each for the 2018 World Championship from the surplus. The refund could be used towards the 2020 European Championship, donated or refunded directly. Jacqui Hicks, the men's manager was to be contacted with regards to this.

There were no questions.

Exerts from the Accounts are included below.

**THE WELSH LACROSSE ASSOCIATION
FINANCIAL REPORT
ACCOUNTING PERIOD ENDING 31 March 2019**

The results of the Association for the year ended 31 March 2019 are presented to the meeting for their approval.

The turnover for the Association was **£257,795** for the year compared to £185,783 for the prior year, an increase of nearly 40%. Each year now sees a World Championship for one of our teams – Men, Women, U19 Men and U19 Women. 2018 was the Men's World Championship hosted in Netanya, Israel. In addition, the calendar now has a European Championship which in 2018 was the inaugural U20 Women's Championship in Katowice, Poland.

The Men's World Championship campaign to Israel was wholly self-funded by players and staff with £89,292 of contributions funding the cost of participation of £81,463. This was the largest event in the history of the competition with 46 nations competing. The men finished 14th, their best placing to date, 3 positions higher than Denver in 2014.

The Senior Women had a post-World Cup rebuild year with a tour to the USA in October 2018 as the main area of expenditure with £3,611 of funding towards the managements' cost from their donor. The season largely broke even with a small deficit of £153 funded from reserves. The Junior Women's programme continued its growth with the Dragon Academy having a full year of activities. The U19 were in full preparation mode with their World Championship in August 2019 to look forward to. As part of that preparation, they attended the inaugural U20 European Championship in Poland where they earned a Bronze medal. The U19 team received £1,072 from the women's donor which subsidised the cost of the management team's flights to Poland. The Elite Women's Programme have continued to benefit from the financial support of their donor receiving nearly £12,000 in total. Wales Lacrosse would like to acknowledge and thank the donor for their continued support which is greatly appreciated. Without this support, it would be even harder to achieve the results they do with the limited resources available to them. Total reserves at the end of the financial year were **£72,957** compared to **£55,579** in 2018. The increase reflects the men's surplus on the World Championship and that generated by the Junior Women's programme over the year.

The WLA remains on a sound financial footing with all areas having working capital reserves.

Nicola John ACA
Treasurer
September 2019

Income & Expenditure Statement
Year Ending 31 March 2019

| | 2018/19 | | | 2017/18 | | |
|---|-------------------|---------------------|------------------|-------------------|---------------------|--------------------|
| | Income | Expense | Surplus /deficit | Income | Expense | Surplus /deficit |
| Administration | 741.02 | (1,150.62) | (409.60) | 70.35 | (483.22) | (412.87) |
| | 741.02 | (1,150.62) | (409.60) | 70.35 | (483.22) | (412.87) |
| Membership | 5,200.00 | (4,276.74) | 923.26 | 5,120.00 | (4,035.01) | 1,084.99 |
| | 5,200.00 | (4,276.74) | 923.26 | 5,120.00 | (4,035.01) | 1,084.99 |
| Home International Hosting | 0.00 | 0.00 | 0.00 | 10,538.50 | (7,916.98) | 2,621.52 |
| Coach/Officials/Development | 240.00 | (368.00) | (128.00) | 225.00 | (384.90) | (159.90) |
| | 240.00 | (368.00) | (128.00) | 225.00 | (384.90) | (159.90) |
| Men | | | | | | |
| Fundraising and donations | 1,196.21 | 0.00 | 1,196.21 | 0.00 | 0.00 | 0.00 |
| Squad Training | 2,255.00 | (1,660.00) | 595.00 | 2,275.00 | (1,896.00) | 379.00 |
| European Championships | 0.00 | 0.00 | 0.00 | 649.72 | 0.00 | 649.72 |
| World Championship 2018 - Israel | 89,292.64 | (81,463.33) | 7,829.31 | 0.00 | 0.00 | 0.00 |
| Tournament Entry fee - Nick Kehoe Int'l | 0.00 | (350.00) | (350.00) | 0.00 | (300.00) | (300.00) |
| Other (website) | 0.00 | (224.25) | (224.25) | 0.00 | (259.25) | (259.25) |
| | 92,743.85 | (83,697.58) | 9,046.27 | 2,924.72 | (2,455.25) | 469.47 |
| Senior Women | | | | | | |
| Sponsorship, Fundraising and donations | 10,925.60 | 0.00 | 10,925.60 | 43,784.29 | (994.43) | 42,789.86 |
| World Cup 2017 | 0.00 | 0.00 | 0.00 | 32,184.92 | (74,403.53) | (42,218.61) |
| Tour - October US | 24,620.00 | (27,908.93) | (3,288.93) | 0.00 | (6,014.97) | (6,014.97) |
| Home International - Scotland | 8,000.00 | (8,214.24) | (214.24) | 7,160.00 | (8,018.13) | (858.13) |
| Squad Training | 11,593.93 | (13,180.09) | (1,586.16) | 7,715.00 | (6,189.47) | 1,525.53 |
| US Coaches flights (funded by sponsor) | 0.00 | (5,689.57) | (5,689.57) | 0.00 | (14,937.59) | (14,937.59) |
| Kit | 540.00 | (835.05) | (295.05) | 3,324.47 | (3,324.90) | (0.43) |
| Other expenses (bank charges) | 0.00 | (5.52) | (5.52) | 0.00 | 0.00 | 0.00 |
| | 55,679.53 | (55,833.40) | (153.87) | 94,168.68 | (113,883.02) | (19,714.34) |
| Junior Women | | | | | | |
| Sponsorship, Fundraising and donations | 1,072.40 | 0.00 | 1,072.40 | 0.00 | 0.00 | 0.00 |
| Home International - Scotland | 10,700.00 | (11,307.35) | (607.35) | 9,370.00 | (9,720.09) | (350.09) |
| Festival at WC & Oxton | 0.00 | 0.00 | 0.00 | 18,300.00 | (18,112.24) | 187.76 |
| U20 Europeans - Poland | 18,105.00 | (19,357.89) | (1,252.89) | 0.00 | 0.00 | 0.00 |
| National Squad Training | 42,771.85 | (40,271.35) | 2,500.50 | 23,515.00 | (22,024.33) | 1,490.67 |
| Dragons Academy | 26,812.00 | (22,918.36) | 3,893.64 | 10,280.00 | (8,318.41) | 1,961.59 |
| Kit | 1,672.50 | (1,590.28) | 82.22 | 8,999.03 | (9,790.50) | (791.47) |
| Other expenses (bank charges) | 0.00 | (5.52) | (5.52) | 0.00 | 0.00 | 0.00 |
| | 101,133.75 | (95,450.75) | 5,683.00 | 70,464.03 | (67,965.57) | 2,498.46 |
| U19 Fund | | | | | | |
| Sponsorship, Fundraising and donations | 1,057.00 | 0.00 | 1,057.00 | 2,272.40 | (445.79) | 1,826.61 |
| | 1,057.00 | 0.00 | 1,057.00 | 2,272.40 | (445.79) | 1,826.61 |
| SPORT WALES FUNDING | 1,000.00 | 0.00 | 1,000.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCOME & EXPENDITURE | 257,795.15 | (240,777.09) | 17,018.06 | 185,783.68 | (197,569.74) | (11,786.06) |

| BALANCE SHEET FOR 2018/19 | | | | |
|----------------------------------|------------------|------------------|------------------|--|
| Year to 31 March 2019 | | | | |
| Balance Sheet | 2018/19 | 2017/18 | | |
| | £ | £ | | |
| Nat West Men's account | 36,325.08 | 54,613.34 | | |
| Barclays Junior Women | 51,669.54 | 10,501.41 | | |
| Barclays Senior Women | 15,201.95 | 17,824.37 | | |
| Barclays Saver a/c - general | 33,925.70 | 30,538.04 | | |
| | | | | |
| Debtors/Prepayments | 52,508.18 | 26,386.22 | | |
| | | | | |
| Creditors/Accrued Income | (117,033.18) | (84,283.40) | | |
| | | | | |
| | 72,597.27 | 55,579.98 | | |
| | | | | |
| Reserves | 2018/19 | 2017/18 | <i>Movement</i> | |
| | £ | £ | £ | |
| | | | | |
| Sport Wales Funding | 1,000.00 | 0.00 | 1,000.00 | |
| Administration | 3,449.03 | 3,858.63 | (409.60) | |
| Membership | 5,499.26 | 4,576.00 | 923.26 | |
| Home International Hosting | 2,828.18 | 2,828.18 | 0.00 | |
| Coach Development Fund | 5,222.44 | 5,312.44 | (90.00) | |
| Officials Training Fund | 1,455.58 | 1,500.58 | (45.00) | |
| Development Fund | 13,270.29 | 13,263.29 | 7.00 | |
| Men | 15,649.97 | 6,603.70 | 9,046.27 | |
| Senior Women | 10,099.69 | 10,253.56 | (153.87) | |
| Junior Women | 12,681.91 | 6,998.91 | 5,683.00 | |
| U19 WC Fund | 1,440.92 | 383.92 | 1,057.00 | |
| | | | | |
| | 72,597.27 | 55,579.21 | 17,018.06 | |

RB asked for approval of the accounts.

Proposed: Mel Wiltshire

Seconded: Simon Hughes

Vote – unanimous

5. Proposal to adopt the new WLA Constitution

Additional notes not mentioned at the Meeting. The new Constitution was based on a template available from the Welsh Sports Association. It was then adapted to work for the Association and its needs. Legal Counsel was sort in its preparation.

NJ outlined the main differences from the current Constitution to the Meeting:

- The name of the Association will change to Wales Lacrosse in line with how national teams present themselves. The abbreviation for the Association will remain as WLA given World Lacrosse use WL.
- Membership categories and eligibility criteria have been taken out of the Constitution and will be in a described and prescribed in separate documents.
- Proxy voting will now be allowed at General Meeting. This will enable more members to have their say and be represented.
- Executive composition. There will still be a maximum of 12 members, 5 of which will be elected – Chair, CEO, Treasurer, Performance Directors (Men & Women) and 7 appointed members. 2 of the 7 appointed members are the Development Director and Safeguarding Officer and along with the 5 elected members these 7 will be the Executive Officers of the Association. The remaining 5 appointed Members will be skills based.
- There will be an appointed Honorary President who live serve a 2 year term.

NJ confirmed to Rick Summers that his submitted comments had been actioned and incorporated.

RB called for a vote to adopt the new constitution.

Proposed: Simon Hughes

Seconded: Tony Higginson

Vote – unanimous

6. Election of Officers to the Executive Committee

Roger Baynham – Chair of the Executive

Proposed: Nicola John

Seconded: Simon Hughes

Vote - unanimous

Nicola John - Treasurer

Proposed: Mel Wiltshire

Seconded: Simon Hughes

Vote - unanimous

Mel Wiltshire – Performance Director – Women

Proposed: Nicola John

Seconded: Simon Hughes

Vote – unanimous

7. To appoint the party responsible for certifying the Annual Accounts for the period ending 31 March 2019.

NJ confirmed that Elizabeth Currie was willing to continue to be the Independent Reviewer of the Accounts.

Proposed: Mel Wiltshire

Seconded: Penny Ashby

Vote - unanimous

8. Presentation of Awards

Margaret Turner Award – *Phil Walker (posthumous award)*. Presented by Rick Summers

Phil Walker was integral in rebuilding Wales Men's Lacrosse

He came to watch his son Ryan play at a Wales practice in 2011 and when he was there a 2nd time it was a great opportunity to see if he wanted to get involved. We certainly didn't appreciate at the time how important Phil would be in building Welsh lacrosse and more importantly what a great friend he became to everyone involved with Wales

The input of time, organisation and great planning that Phil brought to Welsh lacrosse that made sure we achieved his aim of being international class off the field so the coaches and players could focus on being international class on the field.

He certainly achieved that and he also brought a huge amount of laughter and smiles

The Margaret Turner Award for Phil Walker is to recognise the impact and influence he had on Welsh Mens Lacrosse that we still benefit from today

Life Membership – **Lucy Wray**. Presented by Mel Wiltshire

Lucy has been involved in Wales Lacrosse for 16 years. She first started playing in 2003, and earned herself a place on the World Cup team just 18 months later. She played in 2 Europeans, 3 World Cups, finishing on a career high of World Cup Captain in 2013. Throughout her playing career she earned an impressive 64 caps.

Lucy's family have contributed generously to the organisation over the years. From hosting Awards Ceremonies to subsidising tours; much of the success of the Women's teams would not have been possible without their input. Since hanging up her stick, Lucy has taken an active interest in the Women's Talent Pathway. Behind the scenes, she continues to donate to the Programme. She also provides invaluable support and guidance to the leadership staff through the Saracens network.

We are delighted to present her with this Life Membership to Wales Lacrosse.

Life Membership – **Tony Higginson**. Presented by Penny Ashby

Tony has been involved with the Welsh Lacrosse Association for over 25 years. Like many a parent he became interested in the sport when his girls started to play. Since then he has taken it upon himself to learn as much as he can about many aspects of Lacrosse.

He is a Level 2 Umpire and a Level 2 Coach for the Women's game. For many years he kept the game alive at Howell's Llandaff as their Coach, when sadly their interest in our sport was waning. He has also attempted to introduce Lacrosse to other Private Schools such as Christ College Brecon. Unfortunately there are only a certain number of hours even Tony can fit into a day. Nonetheless undaunted he has continued to introduce Pop Lacrosse into numerous primary schools in the wider Cardiff area and has run many highly successful tournaments over the years. In the latter years schools where he has coached have won area tournaments in England. I have personally met some of the parents and teachers who have supported the children at these tournaments and they could not speak highly enough about Tony's energy and enthusiasm. He has also encouraged teachers and supporters to work towards level one Coaching and Umpiring qualifications.

Tony has always offered his services – and those of his daughters - to help in the setting up of the Home Internationals when we have held them in Wales – making sure we had enough Rage Cages, helping with the car parking, on the entrance gates as well as Time Keeping for the matches. He has also made himself available to umpire for University Games around Wales and during Squad weekends.

For the last 9 years he has been an ordinary member on the Exec Committee, providing insight and support throughout his tenure.

I am sure that you will all agree that Tony is thoroughly deserving of a Life time Membership of the Welsh Lacrosse Association for all the loyalty and support he has given us over the years.

9. Close of AGM

There was no other business and the meeting was officially closed at 16.30 pm by RB.