



## GOVERNANCE WORKING GROUP

### WLGWG COMMUNICATION #7

18 January 2021

- This communication should be read in conjunction with all previous WLGWG Communications (#1-6).
- The World Lacrosse Governance Working Group (GWG) held its most recent meetings (via Zoom) on **1 December 2020** and **12 January 2021**. This communication covers the substance of both meetings, and also recognises the outcomes of the 2020 World Lacrosse General Assembly Meetings on 18 October and 15 November.
- Arising from staffing changes within World Lacrosse, there has been some changes to the membership of the GWG. The membership of GWG is now as follows: Sue Redfern (World Lacrosse, Co-Chair), Michael Kennedy (Athletes Commission, Co-Chair), Steph Migchelsen (ELF), Tomohiro (Tak) Takasaka (APLU), Ann Kitt Carpenetti (PALA), Sallie Barker (newly appointed World Lacrosse Finance & Governance Director); Jim Scherr (World Lacrosse), Eric Parthen (World Lacrosse Chief Operating Officer), Rob McCutchan (World Lacrosse Legal Counsel) and Steve Roush (Advisor). Ron Balls (former World Lacrosse General Secretary) and Howard Borkan (former World Lacrosse Legal Counsel) will continue to be available as advisors to the GWG as appropriate or required, but will no longer attend GWG meetings.
- Previous WLGWG Communications recorded the set of Decisions/Actions (by the WG) to-date. This communication continues along the same lines. The GWG maintains a 'Tracker' (Excel workbook) which includes the membership and Terms of Reference for the GWG, as well as a Decision/Action Log, the set of 2020 GA Recommendations (and planned 2021 GA Recommendations), and an Issue Log. This Tracker is maintained on an ongoing basis and is kept up-to-date to reflect the discussions and activities of the GWG. The Tracker may be viewed via the following link: [0 World Lacrosse Governance Working Group – Tracker](#)
- The GWG noted at its meeting of 4 December that the following submissions from the GWG **were approved** at the 2020 World Lacrosse General Assembly meeting (**18 October**):
  - **Decision/Action #8** – that the GWG continues its work for a further year, to the 2021 General Assembly
  - **Decision/Action #10** – documentation structure for a proposed 'World Lacrosse Handbook'
  - **Decision/Action #53** – additional Constitutional changes submitted to the GA:
    - Move that the GA will consist of the membership, the Board and the Athletes' Commission (Constitution 5.1.1).
    - Move that for GA voting, the elected Board will have a single (1) collective vote. The Chair (most likely the President) will have the casting vote in the event of a tie (Constitution 5.6.2).
    - Move that all references to 'Indoor Lacrosse' in WL documentation shall be changed to 'Box Lacrosse' (Constitution 5.8.4).
    - Move that the CEO is to be a Board member with voting privileges at Board meetings (Constitution 6.1.3b).
    - Move that two Athletes Commission representatives are Board members with Board voting privileges and this would normally be the Chair and Vice-Chair (Constitution 6.1.4).
    - Move that a new Board position for a Diversity and Inclusion Officer is created. This will be a GA elected position with Board voting privilege (Constitution 6.1.3c).
    - Move that the Board structure will be such that the number of elected voting members will be greater than that of the appointed or otherwise selected voting members (Constitution 6.1.1).
    - Move that all references to Secretary General are changed to Finance and Governance Director (Constitution 6.1.2c, 7.2).
    - Move that WL Committee member costs are no longer a Committee member or member NGB responsibility (Constitution 7.6).

- Move that the procedures for removing a Board Director are adopted as laid out in the redline Constitution previously distributed (Constitution 14.2).
  - Move that the terminology referred to Appendix A, Section 1 about 'Suspension in Exceptional Circumstances' is sometimes referred to as 'Not in Good Standing' (Constitution Appendix A).
  - Move that for Senior World Events, participants must have Full Member status prior to the start of the relevant event (Bylaw 11 and Appendix A).
  - Move that the Board is given the authority to rename certain policies to protocols as listed in the rationale).
- The GWG noted that the following **were not approved** at the 2020 World Lacrosse General Assembly meeting (**18 October**):
    - **Decision/Action #53** – additional Constitutional changes submitted to the GA:
      - Move that the Independent Auditors be appointed by the Board (Constitution 5.2.14).
      - Move that Board member elections shall be held electronically approximately three (3) months before the GA (Constitution 5.3/Bylaws 5).
      - Move to give Board authority to approve new protocols.
- The GWG noted that, at the 2020 World Lacrosse General Assembly meeting on **15 November**, the following motions (which impact on the work of the GWG) **were approved**:
    - Move in WL Constitution 2.5 to replace the word 'versions' with 'disciplines'.
    - Move in WL Constitution 3.1.6 to add 'IOC, Association of Recognized International Sports Federations'.
    - Move in WL Constitution 3.1.7 to modify the wording to 'including Continental Federations, Professional Leagues and organizations representing particular forms of lacrosse'.
    - Move in WL Constitution 3.1.8 to remove the wording 'Men's and Women's' and replace it with 'all disciplines', such that it would read 'preserve the integrity of all disciplines of lacrosse'.
    - Move in WL Constitution 5.8.1 to replace the wording "Umpiring/Refereeing" with "Officials".
    - Move in WL Constitution 5.8.5 to replace the word 'prime' with 'primary'.
    - Move in WL Constitution 6.1.8 to remove the words 'this will include the Chief Executive Officer'.
    - Move to add 6.2.2(n) to the WL Constitution that states 'ensure that the Code of Ethics is met at all times'.
    - Move to add 6.2.2(o) to the WL Constitution that states 'record and manage any conflicts of interest on a regular basis'.
    - Move in WL Constitution 7.6 to modify language to read 'Annually' rather than 'Once at least in every year'.
    - Move in WL Constitution 5.2.5 to change this section to read 'Delegate day to day running to staff through the Board' rather than "Delegate day to day running to the Board'.
    - Move in WL Constitution 6.2.2(c) to replace the wording 'Prepare, seek approval, and manage the forward Budget, generally 2 – 4 years ahead' with 'provide the fiduciary responsibility of oversight of a forward budget that includes, but is not limited to, annual budget preparation, seeking approvals, and budget management'.
    - Move in WL Constitution 7.2.1 to add the wording that the Finance and Governance Director 'serve as the representative of the Board in the supervision of staff who shall be responsible for keeping accounting records .....
    - Move in WL Constitution 7.2.2 to add the wording to read 'shall supervise the preparation and presentation by staff of financial documents including Income & Expenditure/Balance Sheet/Actuals to Budget to be presented to the WL Board and the GA'.
    - Move in WL Constitution 7.3 to modify the wording to read 'All sums payable to the Federation shall be received by the nominated staff members and deposited in a bank account approved by the Board'.
    - Move in WL Constitution 8.5 to add the sentence 'Management (staff) will be responsible for managing the specific activities of all WL World Event, bidding process (recommendation of event hosts to the Board), sponsorship/broadcasting rights and all contract negotiations in liaison with the Competition Director and relevant committees' to the existing text.
    - Move in WL Constitution 4.3.3 to include a new membership category of 'Continental Federation (CF)' [principle at this stage].
    - Move to add in WL Constitution 6.1.9 'Note: specific roles and role descriptions/titles of Board Members going forward may change, under Board direction, to suit identified needs'.
    - Move to add in WL Constitution 9.1 an additional sentence that reads 'Such resolutions may not put the Federation in violation or conflict with the WADA Anti-Doping Code'.

- In addition, Ballot/Vote #24 included 6 motions pertaining to existing policies which are to be included in a new Competitions and Event Manual, which will be part of the World Lacrosse Handbook as part of Decision/Action #10. All 6 motions were approved by the GA.
  - Likewise, Ballot/Vote #25 included 3 motions relating to Financial Recommendations which will also be part of the new Competitions and Event Manual. All 3 motions were approved by the GA.
  - Likewise, Ballot/Vote #26 included 5 motions relating to Competition Recommendations which will also be part of the new Competitions and Event Manual. All 5 motions were approved by the GA.
  - Likewise, Ballot/Vote #27 included 10 motions relating to Operational Recommendations which will also be part of the new Competitions and Event Manual. All 10 motions were approved by the GA.
  - It is intended that the new draft Competitions and Events Manual will be available to the WL membership by the end of December, and this will subsequently be integrated into the World Lacrosse Handbook.
- The GWG noted that, at the 2020 World Lacrosse General Assembly meeting on **15 November**, the following motions (which impact on the work of the GWG) **were not approved**:
  - Move 5.6.3 in WL Constitution to 5.6.4 and add a new 5.6.3 that states ‘All Elected Members of the Athletes Commission’.
- **Decision/Action #10 (and #53) update** – Michael Kennedy will continue work on the World Lacrosse Handbook following approval of the structure at the 2020 WL GA. This will reflect updates to the Constitution and Bylaws approved at the 2020 GA and which Sallie Barker and Eric Parthen have implemented. This will also include the Event Hosting and Competition Manual which was also approved at the 2020 GA. (**NOTE**: the Constitution and Bylaws, with updates as approved at the 2020 GA, has been posted on the World Lacrosse website at <https://worldlacrosse.sport/about-world-lacrosse/documents/>. The Event Hosting and Competition Manual was circulated to all World Lacrosse members on 12 January). The GWG agreed that as soon as a draft of the World Lacrosse Handbook is ready, it should be made widely available and consultation should be undertaken with CFs, NGBs and other stakeholders. There is also a need for a framework by which the World Lacrosse Handbook can be reviewed and amended on an ongoing basis and the GWG will continue to consider this.  
Owner: Michael & Sue
- **Decision/Action #21 (and #51) update** – these relate to the Athletes Commission, in particular noting that a motion to amend the WL Constitution to enable all members of the Athletes Commission to vote at the GA was not approved at the WL GA on 15 November. The GWG agreed that Sue, Jim and Michael would work with Sean Gibson (Chair of the WL Athletes Commission) to further develop proposals for the Athletes Commission, including strategies for bringing the membership along with all Athletes Commission developments, the fairness of the election process and the geographical spread, the role of the Athletes Commission generally (particularly in-line with International Olympic Committee guidelines), and the number of votes in the GA. In this context, there would be value in reviewing the Athletes Commission Terms of Reference and developing an appropriate policy on the fundamental purpose and function of the Athletes Commission. NGBs which have Athletes Commissions should be sought to learn from their experience. The key issues to be clarified are: 1) what should the composition of the Athletes Commission be (gender balance, electoral process, ‘elite’/all-inclusive, etc); and 2) how should an Athletes Commission interact with the World Lacrosse General Assembly (including in a voting capacity).  
Owner: Jim to arrange meeting, with Sue, Michael and Sean Gibson
- **Decision/Action #23-26 update** – this relates to publication of the ‘Governance 101’, ‘Finance 101’ and organisational diagrams which have been produced by the GWG. It was agreed that these would be published - with a proviso that they are “draft/subject to ongoing change and amendment” on the World Lacrosse website at <https://worldlacrosse.sport/about-world-lacrosse/documents/>.  
Owner: Eric
- **Decision/Action #28 update** – the GWG noted that the WL Board has approved a new, separate Membership Working Group, which will be responsible for further developing proposals in relation to the WL, CF and NGB relationship. Jim has provided the GWG with the Terms of Reference of this new group, as well as the current timelines for the work of the group. Each CF will have a representative on the Membership Working Group.  
Owner: Jim

- **Decision/Action #32** – this relates to development of a World Lacrosse statement on Equity and Values. It was agreed that a draft statement would be sent to the new World Lacrosse Diversity and Opportunity Commission for input and comment, before then coming back to GWG for further consideration.  
Owner: Steph, Ann & Sue
- **Decision/Action #39 update** – this relates to GWG Term of Reference item b, “Assess how the WL governance structure and policies are serving the membership, and recommend changes necessary to ensure effective operation of WL.” The GWG agreed that this item should now be prioritised. Sue Redfern agreed to develop a document, to be circulated to CFs, NGBs and other stakeholders, to seek input from all stakeholders on this issue. The GWG agreed that the survey would request one response per member NGB, plus one response for each Continental Federation, plus one response from the World Lacrosse Board. It was also agreed that the survey would be developed via Google Forms, and will be distributed through the Continental Federations to the NGBs, and also directly by World Lacrosse to the NGBs. The GWG agreed that the survey will be distributed in the near future, and that the response deadline for the survey will be **16 February 2021**, and that the next meeting of GWG on **Tuesday, 23 February from 2-4pm GMT** will be principally focussed on evaluation of the responses.  
Owner: Sue & Michael
- **Decision/Action #40 update** – this relates to defining a process for making amendments to playing rules. The GWG agreed that Sue Redfern would convene a separate Working Group to consider this matter. Each CF will be asked to provide a representative to the group.  
Owner: Sue
- **Decision/Action #62 (General)** – Sue provided the WG with a summary on 30 November from a WL Board meeting, which evaluated a number of the Decision/Actions from GWG, with added notes and some re-allocation of responsibilities, particularly among WL Board members and in light of staffing changes. These notes will inform updates to the GWG Tracker.  
Owner: Sue & Michael
- **Decision/Action #64 (General)** – The GWG noted from the communication issued by Sallie Barker ('GA 2021 Letter' dated 24 December 2020) to all NGBs that the target date for submission of GA agenda items for the 2021 General Assembly meeting (taking place on 9 October & 7 November 2021) is **11 July 2021**. GWG must therefore have all of its proposals and documentation ready by this date.  
Owner: All GWG members