



Annual General Meeting, 30th June 2018, 10:30am

Caledonia House, South Gyle, Edinburgh

Minutes v01

Attendees

Derek O'Riordan (DO'R)	Outgoing Chair
Malcolm Kent (MK)	Development Director
Fern Mitchell (FM)	Participation Officer
Anna Weaver (AW)	Communications and Events Director
Olivia Collison-Owen (OCO)	Edinburgh Thistle Lacrosse Club
Charlie Shearer (CS)	Edinburgh City Men's Lacrosse Club
Dale Armstrong (DA)	Edinburgh City Men's Lacrosse Club
Thomas O'Donnell (TO'D)	Edinburgh City Men's Lacrosse Club
David Price (DP)	Edinburgh City Men's Lacrosse Club
Ross Waugh (RW)	Edinburgh City Men's Lacrosse Club
Colin Weir (CW)	Stirling University
Romain Michalec (RM)	Strathclyde University
Milly Virtue (MV)	Edinburgh Capital Lacrosse Club
Liv Ancell (LA)	Edinburgh Capital Lacrosse Club
Charlie Clark (CC)	Edinburgh Thistle Lacrosse Club
James Clark (JC)	"Concerned Citizen"
Alison Lunn (AL)	Sportscotland
Lee Cousins	Observer
Alison Deuchars (AD)	SSA, minute taker

1. Welcome

DO'R welcomed everyone to the Lacrosse Scotland AGM and outlined the format for the meeting and housekeeping.

2. Apologies Received from

Alice Jones Evans, Valerie Veitch, Duncan Caithness (Outgoing Education and Training Director), Rikke Ergmussen (Outgoing Women's Performance Director), Judy Gorrie, Helena Eyton Jones, Emily Salvesen, Rebecca Lovie, Midge Taylor, David Grinter (Men's Performance Director), June Caithness, Liz Bellamy, Julia Paterson (Edinburgh Thistle Lacrosse Club), Jane Claydon (Outgoing President), Jessica McCarthy (Proxy Voted), Eilidh Hall (Proxy Voted, Edinburgh Capital Lacrosse Club), Ailsa Stott (Edinburgh Capital Lacrosse Club)

3. Minutes of previous AGM

- Ⓐ FM to include details of the proxy votes to the 2017 AGM minutes

The minutes of the 2017 AGM were adopted

Proposed: Charlie Shearer

Seconded: Dave Price

4. Annual Report of Chair

DO'R stated that he had arrived as Chair after a period of major changes at Lacrosse Scotland (LS) and had begun his tenure by looking to get 'under the hood' of the issues.

DO'R acknowledged that there were a number of areas that the board did not get right including support for FM, understanding governance, lacking expertise in key areas, poor communication and value for money for members. To address this, there will be changes and a restructure of the board to provide better value for members.

DO'R gave a presentation (Appendix 1) outlining the following areas.

- a) Raeburn Place: An agreement in principal is in place for Raeburn Place to become the national performance and event centre for Lacrosse Scotland from 2019 when the development is complete. The centre will provide playing fields, spectator stand, changing rooms, strength and conditioning facility, café/bar and function facilities and offices. Income will go to LS and it will safeguard a level of funding for the sport. The owners of Raeburn Place are keen to have a lacrosse club playing out of the venue and any club interested in this should contact the owners direct.
- b) Development: Development targets were exceeded and funding was from sportscotland and commercial partners. LS are looking to change the financial model as currently there is a shortfall to be off-set with commercial activities. This will be covered in detail later.
- c) KPMG Audit: The status was less than hoped for but LS were able to action some of the points immediately thus lessening risk. LS intend to build on this report to make more robust financial procedures. Lack of a Finance Director has contributed to the accounts not being ready. The Honorary Treasurer has stepped down and Gordon Mavor has been brought in as Company Secretary. The KPMG audit will be posted on the LS website. The audit takes place every four years with an interim self-audit every two years.
- d) Eligibility: LS will align with FIL Federations and back up the eligibility criteria with a robust selection policy, currently being drafted. MK expanded on the reasons for the current selection process and advised that a clear structure will be in place for the head coach to follow, the long list for the squad will be used for replacements for the main squad. The policy will include a commitment to the domestic game, the board feel very strongly about this and the board will have oversight of selection and eligibility in the future. DO'R invited questions from the floor around this topic.

Q (CS): Will the board accept input to the Selection Policy?

A (DO'R): Yes, the draft Selection Policy will go out to consultation.

Q (DP): Scotland are in the blue division, is the aim domestic improvement or the national team?

A (MK): The Strategic Plan expectations have been revised including those of the national teams and a discussion is needed around development. (DR) The development

discussions will take place after the Men's World Championships (July 2018)

Q (CC): It doesn't feel like national team players give back to the domestic game

A (AW): The selection criteria will address this issue with specific targets for this.

Q (OCO): How will this be done?

A (FM): Criteria and monitoring will be part of the consultation process.

Q (DP): Will there be a limit put on the number of non-Scottish qualified players selected?

A (DO'R): The board will be mindful of this when drafting the eligibility policy as the domestic game is crucial to the development of Lacrosse. The eligibility changes are expected to come in to force and of August/early September and the draft policy will be out for consultation to members soon.

Q (DP): Will the criteria be different for the men's and women's teams?

A (MK): The criteria will be consistent across the teams, the men's and women's directors will be charged with developing the criteria.

Q (DA): Will Scottish eligibility mean a player will get in the Scotland team?

A (MK): No, it will not be automatic, the board are developing an accountable and transparent framework.

Q (RW): How will the eligibility criteria be enforced?

A (DO'R): The head coach will not have carte blanche, the board will have oversight of the process.

(MK): Policies have not been robustly enforced and this won't happen again. The board will make the Selection Policy known and a management structure will be put in place.

(DO'R): The board accept there were failures previously.

(MK): The consultation on eligibility got pushed back last year causing issues.

Q (RW): If it becomes common place for the head coach to pull in a ringer, what steps would be taken to stop this?

A (MK): A new programme, with dates, will be put in place to allow enough personnel in the programme to fill any spaces due to injury etc.

Q (TO'D): How often will the Selection Policy be reviewed?

A (MK): This is open to discussion and consultation.

(DR): It is the sports Selection Policy, not the boards.

(TO'D): Hearts and minds need to be won back and more transparency from the board is required.

A discussion followed regarding information and transparency from the board and AW stated that the board are aware of the issues and are committed to improving in those areas.

DO'R continued his presentation moving on to the board structure highlighting the turnover in board members since September 2017. DO'R stated that this was an opportunity to rebuild the board with support from Lee Cousins, who has vast experience of being a board member including with the Scottish Sports Association, Alison Lunn of sportscotland and Gordon Mather.

The Board structure was presented to the meeting and highlighted specific independent director roles in areas of governance.

A discussion followed around the structure and on the whole was positive with all acknowledging that board recruitment is a big task. AW said that it is an opportunity for clubs to get involved with

the various groups. DO'R stated that the new board will try to re-engage with members alienated by the previous board.

AW advised that there had been useful discussions with Lacrosse England regarding improving the tutor workforce and expertise.

Q (CS): What will be done to improve the quality of umpires as umpire qualifications have been reduced making the game unsafe?

A (DO'R): The reduction in qualifications was a 'sticking plaster' and the infrastructure will be put in place to improve umpire education.

DO'R explained that the board are waiting for the final accounts for 2016/17 and the draft accounts for 2017/18 will be available in September.

The Chair's Report was adopted by the board

Proposed: Charlie Shearer

Seconded: Dave Price

5. Annual Report of Participation Officer

FM thanked everyone for attending the AGM and presented the work undertaken to date (Appendix 2)

- a) FM stated that while clubs are very important in growing the game, University clubs make up 70% of the membership and working with Scottish Student Sport to run a Fresher's League had been very successful.
- b) A concussion protocol is being developed with assistance from the Scottish Rugby Union (SRU) and there has been a meeting with their Dr. James Robson who will facilitate concussion workshops.
- c) The home internationals were successfully held in Edinburgh and FM thought it had been a good opportunity to meet members and volunteers. AW had been a massive help in organising the event.
- d) Social media will be increased with the assistance of Fraser (summer intern) and Chris (volunteer) looking to build the appeal to members and non-members alike.
- e) The board have had good positive conversations with sponsors and are looking at ways to develop those relationships in the future.
- f) FM stated that AW has been doing good work to develop volunteering within Lacrosse.
- g) The website is being looked at with a view to improve the user interface.
- h) Active schools have held great taster sessions and there is high demand for the sessions. There is work to be done in getting those participants in to clubs and in negotiating costs with Edinburgh Leisure facilities to minimise the increases to clubs.
- i) Lacrosse Scotland is getting involved with the Young Scot 'find a club' app platform and this will kick on over the next few months.
- j) Coach Dave is going to be delivering more CPD sessions for this coming 2018/19 season.
- k) A communications strategy will be developed in consultation with members and clubs.
- l) Lacrosse Scotland is moving to Azolve as a membership database solution. This will give members access to their own data with the ability to update it as required.
- m) The domestic game will benefit from development sessions devised by the League & Competitions Director in consultation with the Men's and Women's Directors.
- n) Courses will be offered in line with club demand and with the support of the Education and Training Director.

Questions on the report were invited from the floor.

Q (DA): Has FM seen an impact in exposure of LS?

A (FM): Raising the profile of LS is ongoing and there will be work undertaken around the Men's World Championships next month to engage more people.

Q (CC): How can we recruit for the expanded board members in line with the Articles of Association?

Q (DO'R): The core board roles are defined within the Articles of Association and there is flexibility outwith those roles to increase the board.

Q (DP): How do we get participants from the taster sessions to become club members?
There are no pathways.

A (DO'R): This is not just an LS issue, it is sport in general and LS reliance has to be on students rather than schools.

Q (DP): Would LS support a Junior clubs (14-16 years) programme?

A (DO'R): LS has committed to help fund this.

Q (JC): How is LS going to address poor behaviour from spectators?

A (FM): Conversations have been held in in regards to this issue and a task force will be set up to focus on this.

Ⓐ FM to set up a task force to focus on a Respect Officials Charter/Code of Conduct.

Q (TO'D): Is LS GDPR compliant?

A (DO'R): LS is working towards compliance with GDPR and moving to Azolve will help this.

Q (CW): Will funding be available to set up a new club for men?

A (DO'R): There is no money available but equipment can be supplied. LS is looking at upskilling clubs to access funding opportunities.

A discussion was held around members donating old kit when they replaced theirs and having this available for new members and clubs.

Q (LA): Will league tables be updated after matches?

A (AW): The board is aware that this is an historic issue and are looking at a web platform that will facilitate this. AW made a personal promise to ensure that league tables are updated timeously.

(MK): When board recruitment is complete there will be people who are able to commit to this issue.

Q (DP): What happened with the MacRobert tournament this year?

A (AW): Time of the event was the main issue with venue cost and lack of communications around the tournament also causing problems. The board is looking to advertise the tournament wider, including outwith Scotland) and making it cost effective. The tournament will be re-scheduled for later this year.

The Participation Officer's Report was adopted by the board

Proposed: Ross Waugh

Seconded: Milly Virtue

6. Company Accounts

The meeting was asked to vote on adopting the accounts

For: 44

Against: 0

The accounts were adopted.

7. Appointment of Auditors

8. Election of Directors

The meeting was asked to vote on ratifying Emily Knight as Women's Director

For: 44

Against: 0

Emily Knight was appointed Women's Director.

The meeting was asked to vote on ratifying Anna Weaver as Communications and Events Director

For: 44

Against: 0

Anna Weaver was appointed Communications and Events Director.

AOCB

Q (CC): Is LS now committed to Men's and Women's teams and moving away from mixed teams?

A (DO'R): Mixed teams are an important opportunity for players and as such, LS is committed to supporting the mixed team game.

(OC): Having a women's league has improved standards but would welcome mixed teams returning.

9. Date of 2019 AGM

Saturday 25 May 2019

10. Close

The meeting closed at 12:18pm

Actions Summary

Ⓐ FM to include details of the proxy votes to the 2017 AGM minutes

Ⓐ FM to set up a task force to focus on a Respect Officials Charter/Code of Conduct.