

Lacrosse Scotland AGM - Saturday 27th April 2019

Team Room 1 - Laurie Liddell Clubhouse,

Peffermill Playing Fields, Edinburgh, EH16 5LL.

Present:

Dundee University: Katy Brydon, Sam Buck.

Edinburgh Capital Lacrosse Club:

Liv Ancell, Stephanie Leach, Isobel Nicholson, Diana Rushton, Fiona Stewart, Kitty Synge, Laura Taylor.

Edinburgh City Men's Lacrosse Club: Mike Barclay, Tom Becque, David Nicolson, Andy O'Donnell, Rob Powell, Ben Robertson, Charlie Shearer.

Edinburgh Thistle Lacrosse Club: Jenny Boyle, Mary Dryburgh, Andy Pearson, Jenny Pearson.

Edinburgh University Men: Mason Robbins.

Edinburgh University Women: Ella Buluwela, Zoe Dickson, Anna O'Donald, Ella Wood.

Glasgow City Men's Lacrosse Club: Brendan Cook, Jamie Fleming, Jan Heumann, Matt Hill, Malcolm Kent, Sasha Thain, Colin Weir.

Glasgow City Women's Lacrosse Club: Eleanor Kerins.

Glasgow University: Devon Troup.

Strathclyde University: Calum Barrett, Romain Michalec.

Unattached: Jane Claydon, Emily Knight, Lorna Powell, Caroline Rae, Georgina Riches, Elsbeth Semple.

1. Welcome by Lacrosse Scotland Chair:

Lorna Powell welcomed everyone and thanked them for coming (in great numbers) to the 2019 Lacrosse Scotland AGM.

Lorna advised that the meeting would be recorded for minute taking purposes. Lorna expressed her thanks to Mary Dryburgh for taking the minutes.

2. Apologies for Absence:

Aberdeen City Lacrosse Club: Rebecca Lovie (proxy vote).

Edinburgh Capital Lacrosse Club: Georgie Andrew, Olivia Fulton, Natalie Robson, Milly Virtue (proxy vote).

Edinburgh City Men's Lacrosse Club: Valts Grinbergs (proxy vote), John King (proxy vote), Lee McCrohan (proxy vote), David Price.

Edinburgh Thistle Lacrosse Club: Jen Allison, Charlie Clarke (proxy vote), Hannah Foxcroft, Suzie Oliphant, Fiona Reid, Charlotte Toms.

Edinburgh University Women: Eleanor Wetter, Issy Jones (proxy vote).

Glasgow City Women's Lacrosse Club: Laura Fleming (proxy vote).

Robert Gordon University Men: Iain Bell (proxy vote), William Buchan (proxy vote), Chris Knowles (proxy vote), Marco Raittila (proxy vote), Paul Shearer (proxy vote), Peter Shepherd (proxy vote), Gareth Trail (proxy vote).

Robert Gordon University Women: Ester Laiho (proxy vote).

Stirling University Women: Hannah Grant (proxy vote).

Strathclyde University: John McIntyre (proxy vote).

Unattached: Helena Eyton-Jones, Alex Harper (proxy vote), Alison Lunn, Iain Murray (proxy vote), Timothy Mottram (proxy vote), Fiona Roger, Jenny Sandilands, Dave Simpson, Midge Taylor, Valerie Veitch, John Wolfenden.

3. Minutes of previous AGM held on 30th June 2018:

Rob Powell proposed that the minutes are a true and accurate record of the 2018 Lacrosse Scotland AGM. Mason Robbins seconded the proposal. Unanimously agreed.

Any spelling errors/typos please advise MD and they will be amended.

4. Annual Reports

4.1 Annual Report by the Chair on behalf of the Board - Lorna Powell

This year there is a lot that we need to share with you, and I hope you will bear with us while we bring you up-to-date. It is a longer report than usual but we felt it was important not to gloss over things and to provide you with as full a report as possible.

Pre-17th February EGM

Following the 2018 AGM, the appointed and co-opted Board found themselves leading an organisation that was already showing signs of being in trouble. The cracks were showing and growing to the point that a serious structural breakdown was inevitable without immediate, decisive action.

I have no reports from the previous Board regarding the work carried out pre-EGM, beyond the fact that they were fire-fighting and in survival mode. This situation was not good for the organisation, nor for the individuals who were overwhelmed by the situation they found themselves in, and the treatment they received from fellow members, not just in relation to the EGM request, but for many months prior to that.

We are a voluntary organisation, and we need to remember that everyone is human, everyone has a life, and no-one is going to live or die as a result of Lacrosse Scotland Board not functioning on all cylinders. It is all about perspective and for a while we lost it - on the Board, and within the membership. As you will soon see, many people also lost their manners.

Slide 7 shows a mixture of information from the resignation letters and other information that I have been given permission to share at the AGM.

Within Lacrosse Scotland we have a certain standard of acceptable behaviour to avoid being like other sports, or even like other lacrosse playing nations, where criticising everything and

everyone is fair game - there is a line between banter and rudeness - and that line has been crossed and we need to step back over it. So please take the message back to your Clubs - there is no place for rudeness and keyboard warriors in Lacrosse Scotland. For clarity, this concerns both the men's and women's sections.

Please consider the content of this slide when inputting to the post-AGM sessions - help us to set the tone that we all want from Lacrosse Scotland; individual members, Clubs, and their supporters. I am optimistic that this is an easy fix as I believe the vast majority of the Lacrosse Scotland membership are positive, pleasant, fun people, and I feel sure that we can stamp out this nonsense if we work on a plan together. We need you all to become advocates of the standard of behaviour that we want within Lacrosse Scotland.

At this point the Interim Board would like to thank Anna Weaver, Louise Perry, Lee Cousins, Dale Armstrong, and Fern Mitchell for the huge amount of work that they carried out for Lacrosse Scotland, and we are extremely sorry that you had such an unpleasant time.

Lacrosse Scotland was displaying classic signs of an organisation in trouble. We had a disengaged membership, an organisation lacking in communication, respect, trust, and resource. The situation built up over time, gathered momentum, and like the perfect storm, it hit Lacrosse Scotland hard.

EGM - 17th February 2019

In line with the Articles of Association a sufficient number of members from a number of Clubs requested an EGM. This was unprecedented, and as a result, things didn't quite go according to the Articles. An independent Chair explained this at the beginning of the meeting; the meeting was not an EGM as the correct notification had not been given as per the Lacrosse Scotland Articles of Association.

As a result of the resignation of 4 Board members; Anna, Dale, Lee and Louise, leaving only Emily and Jan in post, Lacrosse Scotland no longer had a viable Board. The Articles of Association require a minimum of three Directors and therefore the independent Chair advised that the Board could no longer be operational under corporate governance responsibilities and that if a general meeting did not take place and three Directors were not elected, then Lacrosse Scotland would be dissolved under a winding up order as per Section 5 of the Lacrosse Scotland Articles of Association.

We will be eternally grateful to Rob Powell who advised the meeting that it was his understanding that section 14.4 of the Articles of Association gives the remaining two Directors the power to appoint any person who is willing to act as a Director. After a brief break the meeting reconvened, and Lorna Powell was appointed as Interim Chair by Emily Knight and Jan Heumann. Lacrosse Scotland was now viable and the recovery process could begin.

There was universal agreement that day that this was not the way to treat each other. The EGM was a defining moment - we could either accept that Lacrosse Scotland was finished, or we could work as a big, cohesive team, and use this amazing opportunity for implementing positive change in our sport.

Post-EGM - 17th February 2019

Our remit as an Interim Board was to keep Lacrosse Scotland going, sort out what we could do without making long term strategic decisions, which could be delayed until a new Board was appointed.

So what have we done for the last 69 days?

I will try and give you a flavour of what the Interim Board found, and did, so that you can get a comprehensive account of the seriousness of the situation, that you, like me, would have been blissfully unaware of. All of this was happening long before the EGM, it did not just happen overnight, it was a longstanding issue compounded by high turnover of board members and lack of volunteers.

This section is not all doom and gloom; when stripped down to the bare bones it is simply about analysing, and resolving, a business problem. This happens all the time to companies all over the world, and this time it happened to us.

I had a meeting shortly after the EGM with *sportscotland* and it was interesting to hear that, distressing as our situation was, their opinion was that the bursting point that we had just experienced was a 'when', not an 'if'.

Within a day we had co-opted Lee McCrohan as Interim Finance Director, a key appointment if we were to get our accounts over the line.

We met every Monday night for over two hours, and I would like to thank Emily, Jan and Lee for being absolutely amazing, and putting up with my relentless problem solving drive. We were all working together with the joint objective to get the organisation back on track, and their support kept me going through the days and nights when sleep was just a word in a dictionary.

Priorities

We started by prioritising broad areas to investigate, with the top hits being

- Finances
- Lacrosse Scotland Pension Plan
- Membership
- Indoor/Box Issue
- External Bodies

Finances

We found some quite worrying problems, but I hasten to say that there was nothing fraudulent going on.

For example, we were fined by the Pensions Regulator for not complying with pensions legislation. Last year we were fined by Companies House for late filing of our accounts. Our accountancy fees were three times the normal rate due to the amount of professional support required from Mitchell Edwards.

The inherited accounts were in a pitiful state, and it was going to be quite a task to turn them into approvable accounts.

This year Lacrosse Scotland faces double the fine, and jail, if we do not get the 2017/18 accounts into Companies House by the 31st May 2019.

So, while members may have been getting justifiably annoyed about leagues, and pitch fees, and attending world events, we were trying to avoid legal action simply by being the Board in place at that point in time. It does put things into perspective.

Lee also worked crazy hours, going through 2,500 transactions, matching them and allocating them, and producing accounts that would be passed by the auditors. Lacrosse Scotland now has a streamlined monthly financial report for the Board, which Lee first delivered in April. We now use Quickbooks (currently donated by Lee) so that tracking and reporting is easier, and we can demonstrate control over our finances - which also addresses points raised in the KPMG report. It also means that the accounting fees will revert back to the previous, much lower level (we were paying £4,000+ and now it should go back down to about £1,600). This is a massive step in the right direction, thanks to Lee.

Lacrosse Scotland needs to put in place proper processes and procedures, and demonstrate good financial control, so you will see changes in the way things are done, but now you will understand why. We also cancelled services and subscriptions that were expensive but were not really being used, and we have invoiced lots of the membership.

Throughout, we have protected LS money as carefully as we would our own; do we need it, can we get it cheaper, what are the alternatives?

Membership

A membership working group was set up to assess the situation, and that was when we realised that LS had a lot fewer members than we thought, and that the organisation was due over £4,000 in unpaid subs for this year alone; we didn't go back to the previous year. It was a large and fiddly task, however, as a result, the Clubs have now been invoiced.

A big thank you to Andy Pearson and Grant Weatherstone for ploughing their way through the hundreds of rows of membership data - I am sure they never want to look at another spreadsheet again.

Isobel Nicholson (Edinburgh Capital) asked about the pension plan. Lorna explained that by law Lacrosse Scotland, as an employer, must provide a pension plan for all employees, however nothing had been set up when Fern had joined LS as a Participation and Office Administrator in 2017. The Interim Board immediately organised this for Fern so she now has her pension.

Liv Ancell (Edinburgh Capital) asked how much the pension fine was. Lorna explained that the amount would be shown in a later slide.

A slide was presented which gave a clear picture that our membership has reduced significantly for the last two years. Surprisingly student membership has dropped more than any other membership. Spending has not reduced so we have been haemorrhaging money.

It was with regret that, at an already difficult time, we have to propose an increase in membership subs.

Since February 2018, LS has paid Azolve over £2,300 in set up fees and subscription fees, so it is important that we start to use the Azolve membership portal asap. The membership investigation shows how much value Azolve would have brought us, and Andy and Grant would not have gone spreadsheet blind. I am now working with Azolve and have sent initial membership data to them, and we have a test-site which you can play with after the AGM, and Azolve will be fully functional long before the subs for next season are due.

[Indoor/Box Lacrosse - FIL World Indoor Championship September 2019](#)

A working group was set up to gather data relating to the issue surrounding the Scotland Indoor Lacrosse Team, and whether they were going to compete in the FIL World Indoor Championship in September 2019. Rob Powell (Chair), Emily Knight, and Don Blacklock (FIL) sat on the working group whose task it was to create a factual timeline to understand what decisions were made, and when. Information was requested from both the Board members and the indoor management team, then compiled into a single document. It took many weeks to work through the information and agree the final document, and I would like to thank Rob, Emily, and Don for the thorough and professional way that they handled this difficult and sensitive task. FIL are expecting a decision pretty soon after the AGM, so this document is critical to the decision which will be made by the new Board.

We would like to thank everyone for being patient in what, we know, is a really difficult situation

External Bodies

Sportscotland

Lacrosse Scotland missed the October 2018 deadline for the application to get *sportscotland* funding so that would leave quite a hole in our budget (we usually get about £15,000). However, there was not a budget to track. All national programmes, and all areas led by Directors, have been asked to provide 2019/20 budgets, and this will include future committees, as appropriate. Work on this is underway.

Sportscotland has been very understanding of our situation and we are grateful that they have given Lacrosse Scotland a revised deadline for our funding application. This means that we won't lose our funding, but it will just be delayed...as long as our application is successful. Funding application work is underway, and this workstream is currently on track but please be aware that if we ask you for information to assist in the completion of the funding application, we do need you to reply tout de suite. Our request for PVG information recently met with nearly complete silence.

Children 1st

In a Child Protection assessment tool Lacrosse Scotland scored a measly 22% and we need to take action to get it to 100% by March 2020. Rob Powell agreed to look into this in the short term and met with a contact at Children 1st. We are making inroads and are pleased to say that we have Ollie Fulton as LS Child Protection Officer, assisted by Bex Lovie, who is also an

In Safe Hands 1 tutor. We'd like to thank Rob, Ollie, and Bex for their help in this key area, without which we could not introduce youngsters to lacrosse.

I did not touch on coaching or officiating, another two key areas. I can briefly say that R&U was back up and running in February. They tested and passed 3 more Level 2 umpires, but due to delays out with the control of the R&U committee, the planned Level 2 course had to be cancelled. Confusion reigned regarding the umpiring levels but all the information is now on the officiating website, and next season things will be much clearer. I won't say anymore as these will be part of the post-AGM sessions.

I firmly believe that every problem has a solution, and with the help of Emily, Jan and Lee, we picked off several problems one by one. There is still a lot to do though.

We are on the up, and together we can do it, but six people cannot run Lacrosse Scotland alone.

We will be working our socks off ensuring that Lacrosse Scotland has good governance and keeping external bodies happy, but we need your help e.g. by volunteering for committees, responding to requests for information, and generally being super supportive.

4.2 League Report - Jan Heumann (League Director)

Jan explained that he is the League Director, and this is a new position created for this season to improve the running of the leagues. Jan feels that we have been making inroads to make the league more interactive, and making it easier for everyone to be able to play lacrosse without onerous administration and rules. An indoor league has now been set up to run alongside the women's league and the men's league. Jan has been working with the Clubs to make improvements in how the leagues run, and to hand back more control to the Clubs, for example, booking their own match pitches. Centralising the system has made far too much for work for a few individuals so it is better to hand back more ownership to the members and the Clubs which will make the running of the leagues much easier for next season and into the future.

4.3 Performance Update Report for Men's and Women's Elite Squads - Emily Knight (Women's Performance Director).

Men's Senior Squad:

It has been a great season for the men, who are of course in the early stages of their next World Championships cycle as they start to build towards 2022. There are over 70 players currently training with the national squad and these are a mix of old, new, and development players within the programme. Head Coach Brian Silcott and his coaching team are extremely excited about the coming years as they look to continue a big focus on their development work within Scotland to help grow the domestic home game. Brian has held 3 development training weekends this season. He is in the process of organising a really exciting tournament this summer to be called the Edinburgh 6s Tournament essentially providing an opportunity for teams from across the UK and further afield to come to Edinburgh and trial the new proposed

Olympic rules which will see players battle it out in a 6v6 game. Brian sees this as a really exciting step forward in lacrosse and is hoping that it will continue into next season.

Over and above this, the senior squad have had a successful season, a big highlight being their first win vs England under Brian at the Home Internationals this year. A closely fought match which had a huge number of enthusiastic spectators cheering them on, ended in a 7-6 win to Scotland, a great achievement and an excellent stepping stone towards upcoming tournaments this summer in Manchester and Berlin, but also looking ahead to 2020 when both the U19 World Championships and the European Championships take place. Particular congratulations must go to the following players who all earned their first caps: Michael Barker, John McIntyre, Calum Barrett, James Vargas, Richard Imus and Cameron Tobin.

Men's Box Squad:

It has also been a busy season for the Box Lacrosse squad, who as many people know, are hoping to travel to Canada in the summer to participate in the Indoor World Championships. The decision on whether or not they are good to progress and participate in the tournament will be made by the newly elected Board, but in the meantime they have been busy continuing to prepare for the tournament and develop the game in Scotland regardless. All national training and try outs are combined with development sessions to help grow the sport within Scotland. Over 50 players have come to at least one national training session this season, including a handful of roller hockey players who are new to the sport entirely. 15 players were recently named as part of the squad to compete at the Ebox tournament in Prague last weekend, and this was the first-time representing Scotland in box lacrosse for many of those players. The box management team and Jan have also created a new domestic league which sees players from England travelling north of the border in order to participate in a box lacrosse league. I am sure you will all join me in wishing Brian Witmer, the management team, and the players every continued success in the development of the programme, and all the best for the Indoor Championships this summer if they have the opportunity to take part.

Women's Senior Squad:

It is an exciting season for the women's squad as they build towards the European Championships which take place in Israel this summer. With over 70 players registered for training weekends this season, the numbers are growing and the standard of play across the programme is continuing to improve. Huge thanks must go to Head Coach Dave Simpson who has dedicated an enormous amount of time, not just this year, but ever since he joined the programme. He dedicates energy and enthusiasm, and spends the week leading up to every squad weekend in Scotland helping to develop the sport.

This season he has spent time with the schools, clubs, and university teams, ensuring attention is paid not only to players at each level of our grassroots development but also our coaches within Scotland, to help support them with ideas and tips to improve the quality of coaching and play. Over and above this, Dave and his staff have held 4 development days alongside national training weekends, encouraging as many club and uni players to attend as possible. The women's squad have had a busy season with a successful tour to Florida in February, seen as an important stepping stone towards both the Home Internationals and the Europeans this summer. Whilst the results at the Home Internationals were mixed, overall it was a positive weekend, with an extremely gutsy performance from both squads, a win against

Germany for the Senior Squad, and culminating in a performance against England on the final day that showed true signs of their potential and what is to come at the Europeans this summer.

4 players earned new caps during the weekend so congratulations must go to Alex Sidell, Katie Belcher, Rosie Hazell, and Zoe Dickson. Over and above this, a huge congratulations must also go to Sally Goodhand who was awarded the Barratt Trophy for the Most Improved Scotland Player within the Women's Senior Squad. This was presented to Sally at the Home Internationals, but I would like to recognise Sally's success today using Dave's words: "Sally has worked hard on both the physical and the mental part of her lacrosse game to rise to an elite level of performance for the Scotland defence. She brings a spirit and a fight to her game that energizes her teammates around her, both on and off the pitch. Congratulations, Sally!"

In addition, the squad has also secured sponsorship from Check-6, a premier performance improvement company, who focus on development and implementation of continuous improvement in human performance. On behalf of Lacrosse Scotland and the senior squad I would like to thank David Hazell and the business for their extremely generous support. Finally, Dave, the rest of the management staff, and the team are extremely excited about the final few months preparation ahead of the Europeans, and I am sure you will all support me in wishing them all the very best in Israel this summer.

Women's Junior Squad:

Last but by no means least, it has been an extremely exciting and busy season for the Junior Scotland squad as well who are in the final year of their 4-year preparation for the U19s World Championships which take place this summer in Canada. With over 60 players within the programme, it is also continuing to develop from strength to strength. Final selection for the World Championship squad is currently taking place and announcements for the final squad are imminent so watch this space!

Both the A and B squads had an extremely positive Home Internationals but particular mention must go to the A squad who drew with Germany before beating Wales in a nail biting match which saw them come out on top after maintaining a 1-point lead with a huge stall that kept all parents, fans and coaches on their toes until the very last second!

Congratulations in particular to Tallulah Jeffes, Elizabeth Joyce, Emma Betts and Alice Allan, who all earned their first junior caps for Scotland. The World Championships training squad are also just back from a very successful tour to New Jersey in the US where the team was presented with the prestigious Hill School Academy Plate as a display of their support and recognition to honour our players in their national representation, alongside a joint legislative resolution from New Jersey's Senate and General Assembly, welcoming the U19 team, honouring their achievements, and wishing them the very best of luck in the World Championships ahead.

On the behalf of LS, I would like to echo these words in wishing Head Coach Jessie Basch, the rest of the coaching staff and the players all the very best in Canada in August, we will be rooting for you all.

On a slightly separate note, I would like to thank another sponsor of ours, OPRO Mouthguards, for their continued partnership and support of our elite squads and Lacrosse Scotland, and to congratulate them for being awarded the Queen's Award for Enterprise: Innovation recently.

Finally, I would like to acknowledge all of the hard work, dedication, and commitment of our men's and women's coaches and management teams who work tirelessly and effortlessly to ensure each, and every player, has the support they need to continue to develop, perform, and compete with the very best in the world. I am extremely proud of all of our squads and players who dedicate a huge amount of time, hard work, effort, and energy to represent Scotland. It is a huge achievement to play for your country, one that you should all be extremely proud of, and which I encourage you all to continue doing for as long as you can. It is a pleasure to work with you all, we are extremely grateful for everything that you do and your enthusiasm and passion for the sport and Lacrosse Scotland, thank you.

Lorna thanked Jan and Emily for their reports.

5. Company Accounts

Lee McCrohan was unable to attend the AGM due to a longstanding commitment so Lorna presented his financial reports.

Financial Report as at 31st August 2017.

Subscriptions increased by £10,000, from £16,000 to £25,000 for the period from 1st September 2016 to 31st August 2017. This equates to an estimated additional 400-500 members. Lee and Lorna think that perhaps money has gone into subscriptions in the accounts, but the money allocated was not entirely subscriptions. It is unclear what drove the significant uptake in membership numbers, but they have not been sustained, and yet spending has continued.

Men's and Women's Senior and Junior high performance programmes continue to fund themselves as they have always done, and there is little or no funding from the governing body for high performance. The Home Internationals tournament is the exception here when they managed to get some sponsorship for Home Internationals.

The fluctuations and movements in both income and expenditure for Women's and Men's programmes reflects where those teams are in terms of the World Championship/Cup and European tournament cycles (some will be higher and some will be lower). There is no gain or profit from these programmes and any surplus is invested into development.

Rent and service charges have doubled year on year, however, these have now returned to lower levels in 2019.

Travelling costs and Youth Development have increased by £2,500 and this represents a strategic investment by the Board into the Youth programmes; these were predominantly run by Fern as the Participation Officer.

Use of the 'Rathbones Fund' which was previously a delivery vehicle of the Board to encourage and deliver development/training/new opportunities, has all but stopped, with the coaching and development from both the Men's and Women's Senior coaches the main beneficiaries. It is recommended that the new Board review the viability of this going forward. Rathbones funding has been lost but there is still some monies remaining.

Draft findings for financial activities since 31st August 2017.

A full review of all financial transactions is now complete, and the key points of the current finances are:

Membership numbers have dropped, and therefore, income from subscriptions (membership fees) has reduced from £25,000 in 2017 to currently £10,000 at as 24th April 2019. There are just under 500 paying members.

Isobel Nicholson (Edinburgh Capital) asked whether this figure included recent invoices to members that had just been sent out. Lorna confirmed that it was but she reiterated that the £25,000 figure from 2017 was likely to be overinflated because those monies had been put into subscriptions but were likely to have been from other sources. She stressed that we currently have only 491 members.

The salary of staff annually has been £24,000 which given the reduction in subscriptions is not sustainable.

Donations have been positive, particularly to the performance squads, and to the Home Internationals. We need to continue trying to get donations and sponsorship wherever we can.

Insurance is at a rather high £6,000 per year, 30% higher than last year, and £3,000 more than 2014. The new Board will be looking at insurance costs and the cover.

In February 2018 Lacrosse Scotland signed a three year contract with Azolve for their GoMembership portal at a cost of £1,728 per year. We are over a year into the contract and the product is currently not being used, however the charges still apply and have to be paid.

Over £4,000 has been paid in accountancy fees for the 2017 accounts, including a late filing fee of £750 (Companies House), and a £400 fine for not setting up a pension.

LS committed to training courses at a high cost of over £1,000, and only one person used this service. This has subsequently been cancelled.

Decisions to cancel the BT phone line and internet mysteriously caused a spike in charges from BT of £700 in June 2018. This is being investigated but given the time since the charge, it may not be recoverable.

Complexities in the maintenance of the finances driven from savings accounts set up in 2015 for the Junior and Senior Women's teams have created a complex and laborious process to execute payments. It is strongly recommended that the accounts are upgraded to business banking accounts to reduce this cumbersome noise. This is also in line with KPMG findings.

The accounts up to 31st August 2018 are in hand (although not yet ready) but will be ready on time to go to Companies House.

Liv Ancell (Edinburgh Capital) asked whether there was a plan to appoint someone new to the role that Fern had been fulfilling last season. Lorna advised that this would be something for the new Board to decide, but the current advice from *sportscotland* is that LS are not in a position to hire a member of staff for the immediate future. The new Board may decide that a volunteer(s) may fill some of that role or a similar role.

6. Motions

Voting Process:

Group votes allocated as below:

Aberdeen University - 5
Dundee University - 7
Edinburgh Capital Lacrosse Club - 9
Edinburgh City Men's Lacrosse Club - 5
Edinburgh Thistle Lacrosse Club - 9
Edinburgh University - 15
Glasgow City Lacrosse Club - 6
Glasgow University - 13
Robert Gordon University - 2
Stirling University - 5
Strathclyde University – 2

Those candidates standing for election as a Director are allowed to speak for up to two minutes (this is optional and supplements their written application).

When the Chair is being elected Emily will explain what is happening as Lorna will step out of the room.

6.1 Motion 1 - Membership Fees for 2019-20

Lacrosse Scotland Interim Board proposes that the membership fees for the season 2019/20 will be:

Membership Type

Senior (Full) - £35 (£25 in 2018/19)

Students/Unemployed - £28 (£18 in 2018/19)

Junior (currently at school) - £25 (£15 in 2018/19)

Supporters/Non-playing - £25 (£15 in 2018/19)

Club - £40 (£40 in 2018/19)

Secondary School - £40 (£40 in 2018/19)

Primary School - £20 (£20 in 2018/19)

Jenny Pearson (Edinburgh Thistle) asked about Primary and Secondary Schools. They used to have their membership fees set based on the number of playing pupils rather than a blanket fee as is being proposed. Lorna explained that they are not changing the schools category,

and the Articles do not define the way that the membership fees are set in relation to schools, and their player numbers.

Jenny raised her concern that schools are not well represented here (other than Kitty as a representative of Fettes College). Lorna acknowledged that they are struggling with their relationship with schools, and it is something that they need to get a handle on as they are our feeder group and our future. LS needs to find out what has been going on in the schools, and Emily said the Board are really excited to get on with this now that they will have a newly elected fully functioning Board and can devote the time to it.

Jenny also asked whether any of the schools have paid their membership fee, and what the schools can expect for their membership fee. Lorna said Loretto was the only school that had paid in the last two years. Although Lorna stressed that the schools haven't been invoiced. The school membership benefits are listed on the Lacrosse Scotland website, including coaching sessions with the national coaches, but the new Board will be looking at, and discussing, membership benefits.

Jenny queried whether schools taking part in Lacrosse Scotland tournaments are insured if they haven't paid their school membership fees. Again, this will be looked at by the new Board.

Andy O'Donnell (Edinburgh City) asked what is the difference between a 'Junior' member and a 'School' member. Lorna explained that 'Junior' members are individual members and 'School' members are group members.

Sasha Thain (Glasgow City) asked why the club fee (£40) seemed low in comparison to the individual member fee, and what was the rationale for that. Lorna said that perhaps in the future there could be a tiered club membership structure with smaller clubs paying less than bigger clubs, depending on their membership numbers. This could be added to the post-AGM session and discussed. Jenny Pearson (Edinburgh Thistle) highlighted that there is a league fee as well as the club membership fee which immediately increases the amount the Clubs have to pay.

Izzy Nicholson (Edinburgh Capital) asked what the schools and clubs membership entails, and whether it was a legal requirement. The membership cost is essentially an administrative fee to Lacrosse Scotland to play in the league, in the same way that if the universities play in BUCS they have to be a member of LS. It is also related to insurance cover for playing lacrosse.

Liv Ancell (Edinburgh Capital) expressed her disappointment on behalf of Capital's committee and the club (not directed at the current Board) about the recent fines, lack of financial tracking, and the lack of accountability, meaning that the current members and clubs are being asked to make up the shortfall going forward. She would like it noted in the minutes.

Andy Pearson (Edinburgh Thistle) asked about Life Membership fees. LS Life Membership fees closed in 2012, and are no longer available.

The motion was carried.

6.2 Motion 2 - Appointment of Auditors - Mitchell Edwards

Lacrosse Scotland Interim Board proposes to appoint Mitchell Edwards to review the Company's accounts for 2017-18.

Mitchell Edwards have been used in the past, and they have been very helpful, particularly with the current situation. Lee has already spoken to them and we are back to normal accountancy rates.

Izzy Nicolson (Edinburgh Capital) asked what the rates are. They are approximately £1,600. Liv Ancell (Edinburgh Capital) asked whether there was any link between Mitchell Edwards and the late submission of the previous accounts. Lorna said there was absolutely no connection to Mitchell Edwards, and they were not responsible for the delay.

The motion was carried.

7. Appointment of Directors

7.1 Election of Chair

Jane Harvey withdrew her application for the position of Chair prior to the AGM date

Nominees: Lorna Powell & Mason Robbins

Mike Barclay (Edinburgh City) said that regardless of the outcome of the vote that Mason should be invited to continue to be involved in the sport, particularly from a business perspective.

Lorna Powell was elected as the new Chair.

Emily Knight thanked both candidates very much for standing. Emily asked Mason if he would consider staying involved with Lacrosse Scotland, and said those present felt he had so much to offer LS.

7.2 Election of Finance Director

Nominee: Caroline Rae

Lorna congratulated Caroline Rae on her election as Finance Director.

7.3 Election of Men's Performance Director

Nominee: Jamie Fleming & David Price

[David was unable to attend the AGM as he is away playing lacrosse so Charlie Shearer (Edinburgh City Men's President) spoke on his behalf]

Lorna congratulated Jamie Fleming on being elected Men's Performance Director. Lorna thanked both candidates for standing, and said the Board would very much like David to stay involved with the organisation.

7.4 Election of Development Director

Nominee: Mike Barclay

Lorna congratulated Mike on his election as Development Director.

7.5 Election of Communications & Events Director

Nominee: Iain Bell is currently in Europe playing lacrosse, and therefore unable to attend the AGM.

Iain was elected as Communications and Events Director. Congratulations were extended to all six Board members.

Jan explained that in accordance with the Articles of Association he was standing down as League Director, and it would be up to the new Board whether he will be co-opted onto the Board again so he extended his thanks to the Board and the membership. Lorna extended her thanks to Jan for a great job done in difficult circumstances.

8. Date of 2020 AGM

It is hoped that it will be earlier in the season (March or April) but it will depend on when Home Internationals take place. Lorna is hoping that more members/clubs will attend the AGM going forward, and asked what might encourage more people to attend.

AOCB

Lorna thanked Mary for taking the minutes, and presented her with some flowers.

Lorna thanked her Interim Board, and said they have been second to none and we couldn't have got to where we have in 69 days without Jan, Emily, and Lee. Jan said that without Lorna's dedicated leadership the Board could not have made the strides that they have.

Mike Barclay (Edinburgh City) thanked the Board on behalf of Edinburgh City, saying that communication has been fantastic and open; and the members feel updated and are really looking forward to re-engaging with the Board.

Ella Buluwela (Edinburgh University Women's) raised the point that BUCS affiliation regulations don't require Scottish universities to be affiliated but English and Welsh universities do. Lorna said that this is something that needs to be resolved.

Brendan Cook (Glasgow City Men's) thanked the Interim Board for stepping up and congratulated the new board on being elected. He asked when the first board meeting will be with the new Board. Lorna said that they will decide that after the AGM but it will be soon as there is business that needs to be attended to in the next few weeks.

Jenny Pearson (Edinburgh Thistle) personally extended an enormous thanks to Lorna, Emily, Jan, Lee, and Mary, and also thanked them on behalf of Edinburgh Thistle. She gave Lorna a gift as a way of thanks.

Liv Ancell (Edinburgh Capital) said that Capital really appreciates all the work that has been done. She recognised that it has been very challenging but communication has totally changed and that has transformed the Club's relationship with the Board, and they are really looking forward to next season.

Kitty Synge (Edinburgh Capital) said that the Fettes lacrosse staff are very keen to open up good lines of communication with the Board and to get as many girls playing lacrosse at school. They are very concerned that their Head of Lacrosse is leaving and it would appear that the School is not looking to replace her but Kitty (along with other staff members) are keen to get things moving forward.

Jenny Pearson (Edinburgh Thistle) suggested that perhaps that a Schools rep is necessary and she would be willing to help Kitty with that if needed.

9. Close

Jane Claydon thanked the Interim Board for doing such a fantastic job and special thanks to Lorna for agreeing to be that vital third person at the EGM and congratulations go to Rob for making the suggestion, otherwise we would probably not be here. In 2020 it will be one hundred years since the foundation of the Scottish Ladies Lacrosse Association, and it is important to have that in mind. But thankfully with our Interim Board, and now our newly elected Board, things are looking more positive and things will go from strength to strength. Lacrosse Scotland has a very important heritage and thankfully things will continue and work out well. Jane presented Lorna with flowers.

AGM formally closed at 2.09pm.