



**WAIKATO
LACROSSE**

**PROPOSED
GOVERNANCE
RESTRUCTURE**

WHAT ARE WE LOOKING AT TODAY?

Our main aim is to present a proposed governance restructure for you to consider. As part of that, we'd like to share with you the journey Waikato Lacrosse has taken so far, and some of the thinking behind why this is needed:

- What is governance?
- Some history about Waikato Lacrosse
- An overview of the review that was conducted
- Our current constitution
- Proposed structure

What is governance?

“The framework and culture within which a sports body sets policy, delivers its strategic objectives, engages with stakeholders, monitors performance, evaluates and manages risk and reports to its constituents on its activities and progress including the delivery of effective, sustainable and proportionate sports policy and regulation.”

<https://www.itrustsport.com/sports-governance/tackling-sports-corruption/good-sports-governance>

What should governance look like for the WLA?

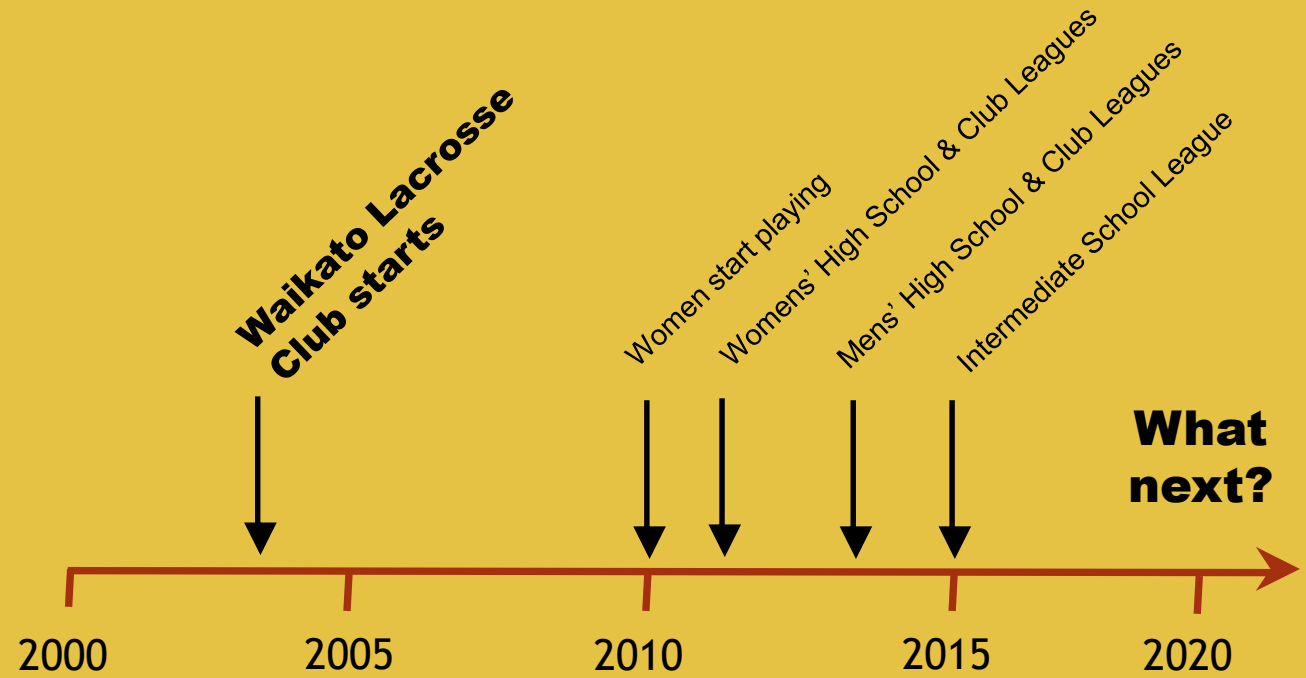
What does it include?

- Set strategy
- Create policy (including clear H&S policy)
- Hire operational staff to deliver strategy under set policy
- Monitor performance of overall delivery of strategy. This is done through monitoring operational staff, engaging with stakeholders, and looking at KPI's of the strategy (e.g. participation)
- Risk management
- Reporting to constituents on the above

What does it not include?

- Face-to-face delivery
- Day-to-day operations

History of Waikato Lacrosse



History of Waikato Lacrosse

- Waikato Lacrosse Club Incorporated was formed in 2003 by a group of 17 passionate individuals keen on growing lacrosse in Waikato
 - Two of the founding members are still involved today, Eric Messick and Mark Freemon
 - The Club created a Men's team to play in the Auckland league to expose players to lacrosse and teach them the skills and knowledge required
- 2010 - Female participation was introduced
- 2011 - Female High School League and Club League started
- 2013 - Male High School League started and the men started playing games in Waikato
- 2015 - Intermediate School League started
- 2015 - Constitution changes
 - *Name change from WL Club to WL Association*
 - *Membership change from "any member of NZLA" to "good character and financial standing" and senior from u18 to u19*
 - *Annual meeting date (April to August) and financial year (March to May) changed*
- 2018 - Constitution changes
 - *Addition of the object of working within geographical boundary set by Sport Waikato*
 - *Membership changed from individuals to schools and clubs*
 - *Annual meeting date changed (August to October)*
 - *Addition of proxy voting at an AGM and SGM*

Review of WLA

Current state of affairs

Positives

- Huge amounts of experience and knowledge within our volunteers
- A desire to collaborate
- Drive to grow the game

Work ons

- Grow relationships and build trust within all aspects of the lacrosse community
- Relevant governance and operational systems and structures (including the constitution and representation for members)
- Grow our volunteer workforce
- Formalised training of officials, coaches and managers

Review of WLA - Current state of affairs

A key theme that seemed to affect all areas was our structure, and how all our roles interact with, and compliment each other.

This then posed the questions, what are we delivering to the community and what is the purpose of the WLA?

WLA Purpose

Two purpose statements were developed:

1. To provide governance and leadership to grow lacrosse in Waikato
2. To provide a representative pathway for players, coaches, managers and officials in Waikato

This highlights that many of the conversations and discussions that happen at a WLA meeting are actually based on operations, and not governance.

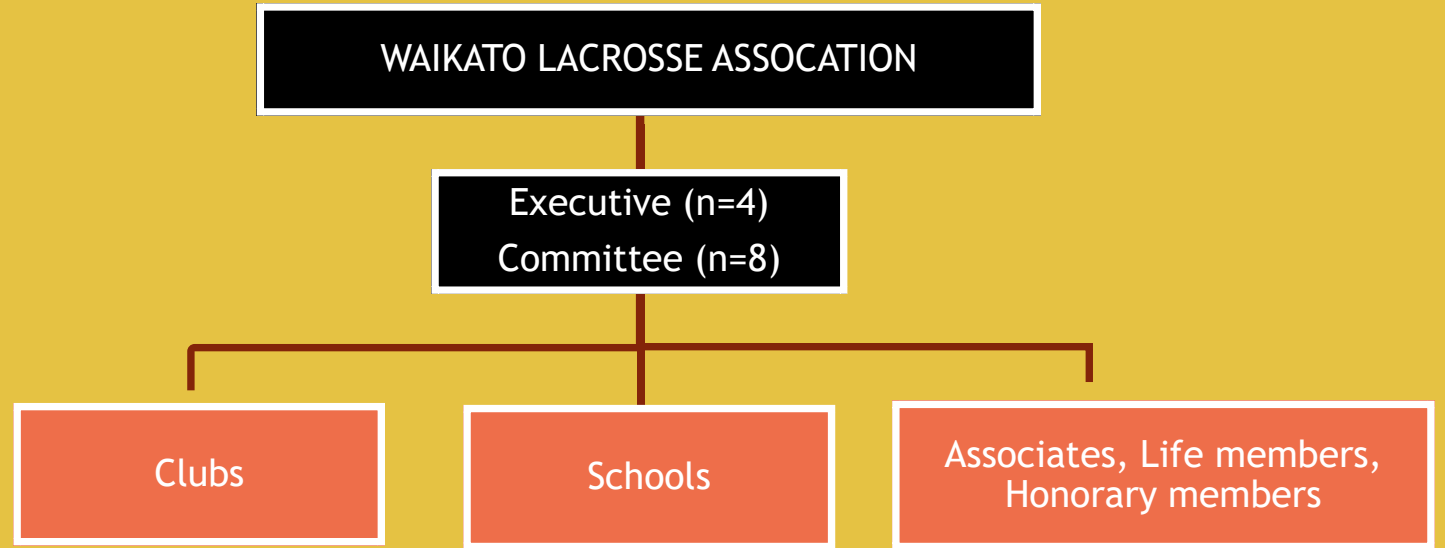
To change this balance, structural changes have been developed to allow the WLA to focus on governance and to ensure strong representation of members.

Operational aspects and people are super important, so we needed to look at where this fits in to a different governance structure.

Current Constitution

- 4 Ex Officio (President, Chairperson, Secretary, Treasurer) and 8 other committee members.
 - *Currently these 8 other committee members have operational roles.*
- Members are Clubs, Schools, Associates, Life Members and Honorary Members.
- AGM/SGM voting rights are given to Clubs (2x votes), Schools (2x votes), Associates (1x vote each).

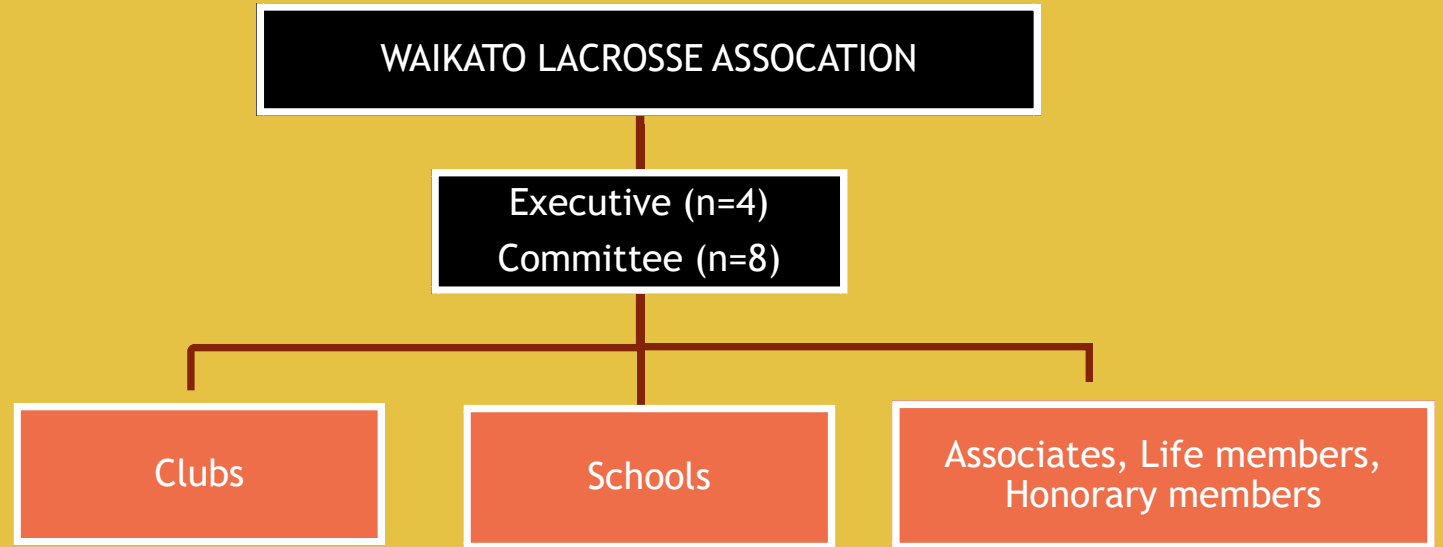
Current Constitution



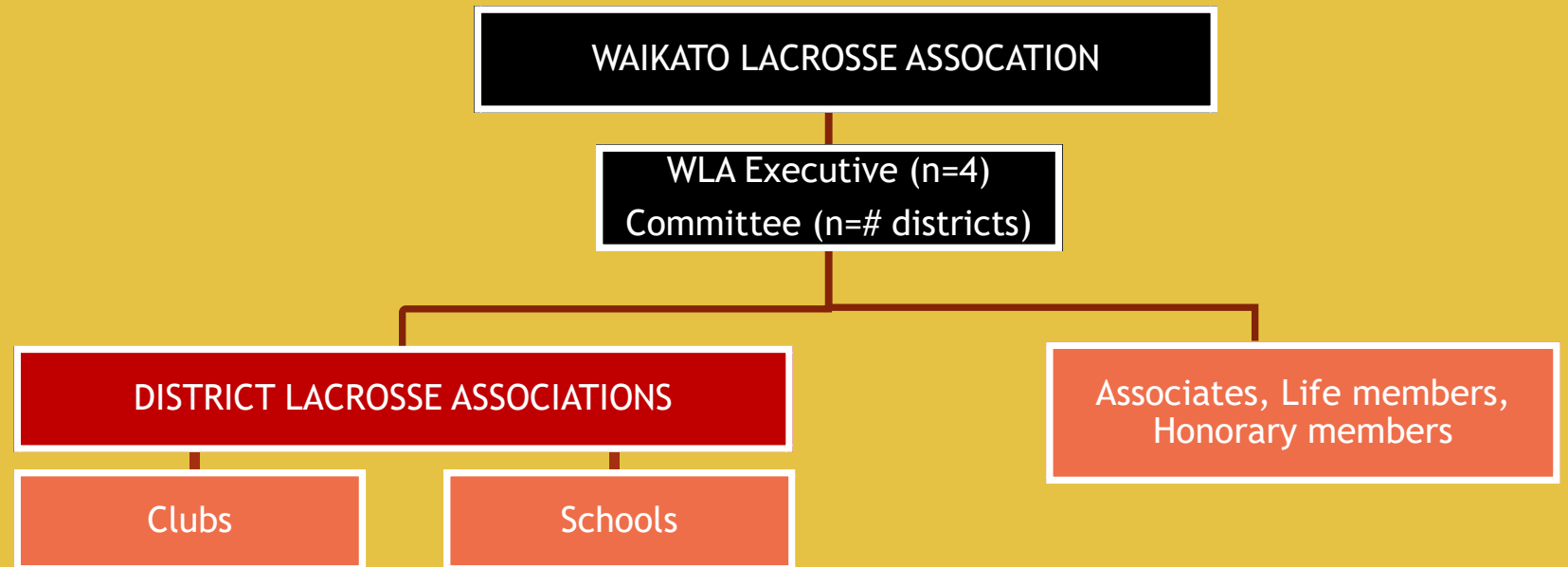
Proposed Changes

- 4 Ex Officio and 1 representative from each district.
 - *The representative from each district would be voted on by the members of the district, and be a member of the district association.*
- Members are Districts, Associates, Life Members and Honorary Members.
- AGM/SGM voting rights are given to districts. Each district to nominate 2x representatives who have a vote each.

Current Constitution



Proposed Changes



What would need to happen?

- Changes to membership and voting rights in the constitution.
- Formation of District Associations with constitutions to ensure representation of all participants.

Why District Associations?

- This proposal is in essence, to have a governance structure that clearly represents its membership base, and is tasked with doing so, rather than individuals elected to a board.
- There are too many clubs and schools to have a representative from each on the board.
- There are currently 11 council districts, however we do have the ability to define our own districts.

So what does this all mean for schools, clubs, and participants?

- Operationally with what happens day to day currently, nothing would change. Our current leagues will still run as is.
- Having District Associations opens up the possibility of running lower level leagues within districts (think High School B Division and Club C Division), as well as Social leagues and Primary School leagues. All of which Waikato Lacrosse doesn't currently have the resources to do. These things would be an extra, driven by the people in the districts, to give more opportunities to participants.
- What would change is that schools and clubs would vote for their district board, and the person who represents them on the WLA board. The people schools and clubs vote for would then vote on the 4 ex officio members of the WLA.
- The clubs and schools would have a person on the WLA board who is dedicated to the schools and clubs in their area, and would represent them at a governance level. They are tasked with representing the needs of their communities. Any ideas, concerns etc can go through a direct link to someone on the board.

District Associations

- District Associations purpose:
 - *To provide governance and leadership to grow lacrosse in their District*
 - *To provide operational support to the WLA to grow lacrosse in their district, and in Waikato.*
- By having the districts represented at the WLA level, it allows the needs and wants of each district to be considered at a governance level. Strategy can be created to meet these needs and wants.
- The other bonus to creating districts, is it creates a structure for volunteers to grow lacrosse in their immediate area. This would function in a similar way as to what WLA has previously, which has been really effective in growing lacrosse in a smaller area.

District Board

- 3x Ex Officio Board Members (Chairperson, Treasurer, Secretary)
- Role: Each with a portfolio to manage as well as strategy, planning, appointments, policies and manuals.
- Board Members - up to 8x other Board Members.
- Role: To be on operational subcommittees and input into the strategy and direction of the District Lacrosse Association.

Splitting Governance and Operational – What else needs to happen?

- Because there won't be officers on the board who have operational roles, we need to make sure we have a structure in place to ensure operations continue, and there is a link between operational roles and governance.
- Many large organisations have a CEO who is this link. They are often paid. It is definitely an option to appoint a CEO, however it is unlikely this would be a paid position. If it was paid, it is a potentially unsustainable model. Many sports are now facing dire consequences due to funding shortfalls.
- To ensure our organisation retains this link, the 4 Ex Officio board members would have a portfolio they would manage, with operational staff reporting to them. This provides a link, as well as shares the workload between four people, rather than 1.
- Regardless of any governance changes, we need to make sure our operational structure is functioning. For this reason we are looking at implementing/keeping all of the below roles, in whatever governance structure we have.
- League Coordinators, M&W Representative Programme Managers and Head Coaches, M&W Officiating Coordinator, M&W Equipment Officer, H&S Officer, Funding Officer, Publicity Officer, Website Officer as well as reporting to these roles Team Head Coaches and Assistant Coaches, Team Managers, Officials Assessors, Officials + any other relevant role.

Timelines

- **Now** – Your feedback. We will send out a feedback survey, as well as post all of this information on our website. We'd like as many of you as possible to complete the survey before 12 May.
- **13 May** – Zoom feedback meeting. This is an opportunity to talk through your feedback. We'll present a summary of feedback received from the feedback survey too. Any other feedback outside of the survey questions can be sent in to Ursula Johnson, president@waikatolacrosse.co.nz
- **17 May** – WLA Committee Meeting. The survey summary as well as feedback from the zoom meeting will be presented. The board will then decide next steps in regards to how to move forward.
- If there is enough feedback for us to head in a general direction, draft constitutions will be created for the WLA and DA's and presented back for more feedback in June.
- **June to August** – Ongoing feedback. Any changes implemented in a SGM early September, before an AGM at the end of September.