

AGENDA

**Waikato Lacrosse Association – Executive Committee Meeting (WEC)
Meeting Thursday 21 April, 6.00pm
At Tamahere Council & Community Space & Zoom**

1. Attendance Register & Apologies
2. Vox Pop (*Clubs and Players can raise any WLA matter WEC -5min allocated speaking rights at discretion of Chairperson*)
3. Confirmation of Minutes & Resolutions By Email
4. Matters Arising
5. Correspondence IN
 - a) NZL Strategic Plan initial draft
 - b) NZL information on Senior Woman's tournament -delayed, on, then off
 - c) Sport Waikato newsletters

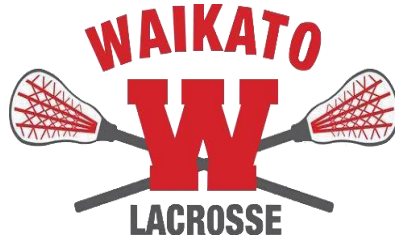
Correspondence OUT

 - e) WLA to NZL re: position of fees
6. Operations positions/reports:
 - Lee Baker -H&S including eyewear
 - Leon Green -publicity
 - Neil Taylor – High School League Co-ord [submission from Will Chisholm: proposes a sub-comm to assist Neil with development of Boys HS programme]
 - Ursula Johnson -Officials update
 - Kathie Harris – equipment (women's side) *via Zoom*
7. Recruitment for new term of Rep coaches and League Directors; need WEC lead to take forward
8. Feedback to NZL on Strategy document
9. President's update – Michael Smith
10. Chairperson's update- Aksel Bech
11. Treasurer's update & Financial Report– Joelean Mayall
12. Other Board Member's update – Mark Freemon, Moshe Malal & Joshua Muller
13. Other Business
 - a) Updated Covid-19 Policy under ORANGE setting

- b) Privacy and protection of player personal details policy -to discuss position
- c) Player contract review
- d) Rep season reviews
- e) WLA Trailer -WOF?

14. IN COMMITTEE – *WEC only*

Date of Next Meeting – May 19th 2022



MINUTES – 21 April 2022

Waikato Lacrosse Association – Executive Committee Meeting (WEC)

Meeting commences at 18:00 (awaiting quorum) – briefing from Neil Taylor on High School League progress and support required

Present: Michael Smith (MS), Moshe Malal (MM), Aksel Bech (AB), Neil Taylor (NT)

Apologies: Mark Freemon

Summary of discussions with Neil Taylor (NT) on High School League:

- Registration process with WSSSA all completed, including scrutiny of intended budget with focus on affordability
- Player registration open through WSSSA system now: teams registered from St Peter's (2 girls teams -trying for 1 boys also), Cambridge HS (3 girls), Rototuna (1 girls), HBHS (2 boys))
- NT has proposal for dispensation/non-regulation players and/or team numbers to cope with on-going covid/winter cold absences: WEC supports principle of maximises opportunity for games to proceed and fairness with team numbers on the field -NT to provide written proposal of what is intended for WEC approval prior to season starting
- Accept general principle of where one team short, other team to match (for 10-aside, 8+ OK to match but 7 and under is default: for 6-aside, 5+ is OK but 4 is default)
- Once approved, referee/umpire implications to be considered (incl. means of identifying dispensation players)
- AB to ensure NT and Will Chisholm have connected re: support for Boy's League promotion/co-ordination
- Medals -agree to use medals on hand. Require lanyards; investigate a) WLA generic vs b) year specific vs c) generic lanyard plus other year specific identification option. AB to progress.
- Player of the Day -AB to look for Sal's Pizza vouchers in locker.

Quorum achieved at 19:00

1. Joined meeting:
Joelean Mayall (JM), Joshua Muller (Josh -via Zoom), Leon Green (LG - via Zoom), Kathie Harris (KH -via Zoom)
2. Vox Pop -*no engagement.*

3. Confirmation of Minutes & Resolutions By Email
Prior Minutes: team “steps” process in 8. modified then adopted as true and accurate record. Moved Josh, JM seconded -passed.

4. Matters Arising
No matters arising

5. Correspondence IN
- a) **Sport Waikato general update newsletters**
 - b) **NZL Strategy document and Board Update**
 - c) **NZL Tournament Director re: cancellation of Women’s Nationals (MM to circulate complaint response to NZL)**
 - d) **NZL Tournament Director re: U15’s Australia tournament interest**

Correspondence OUT

6. WLA Operations Committee (WOC) report and Matters Arising
Leon Green (LG) and Kathie Harris (KH) welcomed.

LG has volunteered for Publicity role. Discussion around role requirements; Board point of contact to social media and more activity and points of engagement on social media channels (FaceBook and Instagram), then refresh of www as secondary priority.

High School next major league to get underway, with weekly draws and team info, results etc.

LG queried which of the social media channels we wanted to lead with given different audiences (mainly younger players on Instagram vs parents and older players on FaceBook); agreed LG would review back-end activity reports on the platforms and come back with strategy recommendation.

AB also noted concept of getting one or more players with social media interest (perhaps ones with media careers in mind) to drive content, with LG having more editorial oversight for appropriateness of that content; like an Intern type role.

LG leaves meeting at 19:15.

Kathie Harris taking on Equipment role. Discussion about doing major stocktake and better sort out of lockers, including buying some kitset-shelving for better accessibility to what WLA owns.

Have enquired about a garage unit with Storage King -with view to combining 2 WLA lockers in to one (still keep NZL separate). Depends on availability and pricing.

Agreed to have “return all gear” call-out and to receive back during first two weekends of High School League (13/14 and 20/21 May). Includes all rep uniforms -best to get back, include in stock take, then issue back out as needed. Also all hire gear (U15 boys big part of it) to be returned; agreed if not returned by second weekend of High School League, then invoice for gear not returned full value (less \$50 bond already held).

Complete stock take after boy's games on second weekend (21 May 2022) -WEC members to assist and Dean Foreman has offered to help in regards identifying all items and a stock management "best practice" ideas.

KH leaves meeting at 19:45.

AB shares response from Dean Foreman (DF) re NZL expression of interest for U15's tour to Australia. DF confirms there is good interest for Girls to go -he has already tested that with a few players, so asks WLA confirms intent to go.

Joelean notes in the past WLA has not sent Boy's team, but may have been an NZL/President's team -we could support that.

Agreed. AB to communicate position to NZL.

Lee Baker re: H&S Policy review (with focus on Eye Protection and Player Protection); will follow up with her.

Gain input from Ursula Johnson on Officials matters for coming League and input in to Player Protection policy (in particular supporting on-field officials from inappropriate coach and spectator behaviour); Josh to follow up.

7. Current Coaching and Rep League Director roles (other than High School League) are at the end of their term; need to start recruitment process in May -to have in place for July 2022 start of new two-year term. **Josh volunteered to lead process.**
8. Feed back on NZL Strategy Document & Board Update
NZL referenced being overwhelmed by operational matters and as such have not made the progress they had hoped to in establishing the new NSO -and are only now shifting to governance role. Aspirations include planning for new GM role as paid staff member -but currently running at operational deficit so unsure how plan to fund.
AB to give WLA feedback, with main themes of:
 - a) very concerned at lack of communications with RSO's and the price paid by NZL for its operational focus is WLA perceives an absence of any governance activity since NSO formation; where decisions have been made, they have been made without any (or at least adequate) consultation and no transparency (including no agenda's published ahead of meetings nor minutes after, with no minutes on the website since AGM 2020)
 - b) concern that NSO is not recognising role (and importance) of all RSO's. Put another way, who does NZL govern for? -players at large? -the sport as a concept? -as a faithful servant of World Lacrosse? -or to provide oversight and leadership for RSO's who then have the relationship with players (as does NZL through Rep programmes directly)
 - c) NZL as a NSO only has 2 large RSO's (Auckland and Waikato) and a handful of developing regions (including Wellington, Canterbury and Manawatu); should not be hard to have close and regular touch points as well as formal opportunities for key decisions

- d) concern that NZL has historically been prone to focus on ALA and NZBlax preferences as opposed to acting in the interests of all regions and teams equitably. One reflection of this which WLA challenges are all expenses related to Nixon Park as a “national home ground” should actually sit with the teams using those grounds, not NZL generally as it is not strategically relevant to NZL achieving its objectives. Similarly the Insurance 6K appear to have team specific (not only nationally relevant cover provisions) included.
- e) General Manager appointment aspiration is supported in principle BUT when new funding has been secured separate from player registration/affiliation fees. That is, sponsorship or other external new funding needs to be secured before an appointment is made -acknowledging the “chicken and egg” dilemma but WLA is concerned that NZL’s thoughts on tactics (in this case player fees as quickest route to generate income) have clouded their thoughts on strategy (growing the player base and game generally)
- f) in regards player/affiliation fees, WLA believes NZL have lost sight of how sport will grow. WLA proposes discussion around no or low fee for all school students (if a fee then say \$5 per player per year), a slightly higher fee for Club and/or Social players only (say \$10 to \$15 per player per annum) and then a more material fee for any Rep player (and the current general Youth and Senior rates may be appropriate as a starting point for discussion).
- g) WLA challenges how current fee was set -it failed to be adopted at 2020 AGM and there are no meeting minutes from AGM or any other NZL meeting confirming that this has been appropriately adopted nor any communication with RSO’s other than the September 2021 announcement of a decision already made.
- h) whatever fee is agreed as a result of a collaborative approach by NZL and the RSO’s, the applicable fee must be equally paid by all.
- i) WLA notes that NZL should then collect directly as otherwise the cashflow movement (of which the RSO does not retain any amount in the present model) may push some RSO’s over the 60K turnover mark and hence bring with it GST implications
- j) NZL is encouraged to use of collective size to extract benefits and discounts (i.e. one Xero license and one subscription to something like www.FriendlyManager.com to enable all RSO’s to maintain player databases and manage gear, draws and comps etc)
- k) NZL should also lead new development opportunities like bringing overseas coaches in for clinics, ref/umpire development initiatives, better high school age focussed fun/engaging initiatives to showcase the sport and so on. At this stage of the sport in New Zealand, growing visibility and player base through youth so take equal place to current focus on high performance.

We also discussed a range of other issues where individual WEC members have further thoughts on the above and other matters; these may be communicated directly to NZL in a personal capacity (please cc WLA as a courtesy and for transparency).

9. President’s update – Michael Smith
Circulated separately.

10. Chairperson's update- Aksel Bech

Nothing beyond matters covered elsewhere.

11. Treasurer's update & Financial Report– Joelean Mayall

Treasurer's Report for April 2022 circulated separately.

Approval for reimbursement to JM for purchase of reels and pigtails (required for operating under Covid Policy): \$185.82 Moved AB, seconded MM (JM abstained).

AB to contact SportWaikato for guidance on volunteer reimbursement agreements/contracts to ensure legally compliant (and not in the nature of employment relationship).

For future tours/major events etc, ensure payments from players/coaches/managers to third parties (such as airline tickets, accommodation etc) is paid directly (not via WLA) wherever possible.

JM moved motion to accept her report, AB seconded. Passed.

Discussion that on this changing accounts structure to simpler, combined accounts; MM suggested acknowledging differing accumulated fund contributions (women's vs men's side) before joining accounts -JM felt the prior separate accounts still had co-mingled funds but accounts themselves shows "before and after". MM's suggestion not supported.

12. Other Board Member's update – Moshe Malal & Joshua Muller

Nothing other than matters covered elsewhere.

13. Other Business

- a) Updated Covid Policy: MS to amend existing Policy for current government settings. Agreed in principle for WLA not to have conditions in excess of government guidelines and noting school children in High School League can not be subject to any Vaccine Pass requirements in any event (requiring a change in current WLA Policy).
- b) Privacy and protection of private details; agreed that our current user of google docs gives rise to potential breaches or inappropriate access to personal details (including of minors). Not aware of any breaches but want to strengthen access protocols to lower risk of any potential future breach. MM to continue to lead; will capture screenshot/PDF version of poll data areas, then remove access via old links -and set up new google forms with more secure access protocols going forward. Also important for all WLA business to be conducted via appropriate WLA email accounts (not personal accounts) to maintain trail and transparency -and enable future Committees to go back as required.
- c) Player Contract Review – Alcohol policy at Senior tournaments; MS to circulate most recent version for adoption.
- d) Rep season review – moved to In Committee
- e) AB to investigate trailer WOF and rego (none displayed on trailer but has number plate so must be registered). Get trailer padlock (AB to action). No progress -report back next meeting.

- f) MM to get signwriting applied to trailer. Consider insurance for trailer at later date.

Next Meeting 19 May – 18:30 start time agreed

Open Meeting closed at 21:38 -goes in to IN COMMITTEE