



MINUTES OF THE 2023 WORLD LACROSSE GENERAL ASSEMBLY Saturday, November 11, 2023, 3pm MT

1. GA Opening

Roll Call and Logistics

World Lacrosse (WL) Chief Operating Officer, Eric Parthen (EP), welcomed the members to the 2023 World Lacrosse General Assembly. EP took the roll call of the delegates and confirmed the meeting was quorate with 42 delegates present. The attendance list is attached at Appendix A.

Jakob Grossenhagenbrock (JG), delegate for German Lacrosse, provided apologies for Belgium.

EP reminded the members of the protocol for Zoom as well as the procedures and processes for the meeting.

1.1 President's Opening Remarks

President Sue Redfern (SR) welcomed everyone to the 2023 WL GA on behalf of the Board of Directors and Staff. SR recognized and commended everyone for their part in the success of Lacrosse becoming an Olympic Sport, noting this accomplishment is in part due to the powerful Lacrosse community. SR also acknowledged the originators of the sport, the Haudenosaunee, and noted this will be the first time Women's Lacrosse will be played at the Olympics.

The full text of SR's comments is attached at Appendix B.

1.2 Membership Changes since GA 2022

SR recognized and welcomed the National Governing Bodies that have become Provisional Members since the 2022 GA. These are Federation of Benin Lacrosse, Brazil Lacrosse, Botswana Lacrosse Association, Federation of Burkina Faso Lacrosse, Federation of Ivory Coast, Iran Lacrosse Association, Malta Lacrosse Association, Mozambique Lacrosse Association, Sierra Leone Lacrosse Association, Togo Lacrosse Association, Association of Uruguay Lacrosse, Zambia Lacrosse Association, and Zimbabwe Lacrosse Association.

1.3 Confirmation of Agenda

Sallie Barker (SB), Finance and Governance Director reported there were no changes to the formal agenda.

1.4 Approval of 2022 General Assembly Minutes

SB introduced the minutes from the 2022 WL GA which had been previously distributed in accordance with the WL Constitution.

The motion to approve the 2022 WL GA minutes was made by SB and seconded by SR.

“to approve the 2022 General Assembly minutes as presented (simple majority).”

Motion was carried (42 in favor, 0 against, 0 abstentions)

1.5 Matters Arising

SB stated that the two actions from the 2022 WL GA had been completed.

No other matters arising were raised.

1.6 CEO’s Annual Report / State of the Sport / 2022-2024 Strategic Plan Update

WL Chief Executive Officer, Jim Scherr (JS), thanked SR and the entire WL Board for their support and expressed what a tremendous pleasure and honor it was to be the WL CEO when, alongside SR, he was in Mumbai when the announcement of Olympic inclusion for Lacrosse was made.

JS reviewed the long journey for men’s return to the Olympic stage. He emphasized this will be the first time for women’s lacrosse. He went onto provide an update on recent notable dates including:

- 2008 Merging of men’s and women’s international lacrosse federations
- 2017 The World Games Inclusion
- 2021 Full recognition by the IOC
- 2022 Shortlisted for inclusion in LA28
- 2022-23 Evaluated for potential Olympic inclusion
- 2023 Recommended for Olympic inclusion by LA28
- October 2023 - Approved for LA28 inclusion by the IOC

JS stated that WL has entered “A New Era” which is the next phase for ensuring continued inclusion beyond LA2028. WL will work closely with LA28, the IOC and Membership to determine the number of teams and roster (team and staff) size, qualification process, tournament format, and athlete eligibility. For members, it will be important to gain NOC recognition and Ministry of Sport support within their respective countries. Currently, WL is approved for six teams for men and six teams for women for LA28. Realizing some things are out of our hands, work to increase the number of teams continues. WL will continue to impress upon the IOC the importance of including the Haudenosaunee.

JS provided a brief ‘Year In Review’ which included:

- WLMC – 11 days, 30 teams, 107 games, 6 fields, 682 athletes, 261 team staff, 49 officials, and 227 media.
- WLMC Record Viewership – 82K overall attendance, 15K in attendance for the gold medal game, 17M social impressions, 1.1M website page views, 190+

countries received the broadcast distribution, 196K viewed the gold medal game, 1.1B in global PR reach.

- Record membership growth – now at 90 members including 11 new members in 2023.

JS shared the 2022-24 strategic plan and the 2024 key initiatives which are:

1. Support Olympic inclusion
2. Develop new and diversify existing revenue streams
3. Strengthen existing members and boost membership
4. Progress lacrosse sixes
5. Increase brand awareness and expand fan base
6. Execute successful world events
7. Become a leader in sustainable development, with a focus on being diverse, equitable and inclusive with a positive environmental impact

JS concluded his CEO Report by recognizing and thanking Joe Tsai for his continued support and dedication.

2 Governance Part 1

SB introduced the proposed changes to the WL Constitution and Bylaws. She highlighted the key changes to both documents which included the introduction of acronyms, clarity of definitions, the role of the Board and the GA in relation to subscriptions and reducing the time and notification of attendance at the GA.

2.1 Proposed Changes to the WL Constitution

SB stated the key changes in relation to the WL Constitution were reducing the notification time for attendance at the GA, reordering the sections so there is a logical flow, and clarifying commission and committee reporting.

The motion to approve the proposed change was made by SB and seconded by Fiona Clark (FC).

“to accept the Board of Directors proposed Constitutional changes as highlighted in the attached redline Constitution (2/3 majority)”

Motion carried (40 yes, 0 no, 2 abstentions)

2.2 Proposed changes to the WL Bylaws

The motion to approve the proposed change was made by SB and seconded by FC.

“to accept the Board of Directors proposed Bylaw changes as highlighted in the attached redline Bylaws (2/3 majority)”

Motion carried (42 in favor, 0 no, 0 abstentions). This vote was taken by show of hand due to technical difficulties.

2.3 WL Event Sanctioning Policy

Shelley Maher (SM), Working Group Chair, introduced the WL Event Sanctioning Policy. The working group met eight times via Zoom and held strong and robust discussions. Various other sports organizations Event Sanctioning policies were reviewed and utilized as a basis for the WL Policy. Subsequently, outside Counsel had reviewed the policy as had the WL Board. The Event Sanctioning Policy was presented at two webinars on October 5, 2023. The policy would take effect from January 1, 2024, with a first-year grace period, and would be fully enforced in 2025.

Clarification was sought on the definition of an international event. JS responded that an international event consisted of two or more teams representing WL members. Friendlies (a scrimmage or practice match) between two countries were not considered an international event. Updated information – including the policy and FAQ's - would be sent to members following the GA.

The motion to approve the new policy was made by SB and seconded by FC.

“to accept the new WL Event Sanctioning Policy and update all WL documents as required (2/3 majority)”

Motion carried (24 yes, 6 no, 2 abstentions)

Action – WL to distribute FAQs and revise policy to reflect clarifications.

3 Governance Part 2: WL Finances

3.1 2022 Audited Accounts

SB introduced the audited accounts and report from Waugh & Goodwin, LLP. The audit began in May and concluded in September. Both FARC and the WL Board have approved the report and accounts and acknowledge no major concerns. A question was raised as to why the audit had taken so long to produce. EP responded that in the U.S., corporate Tax Day is April 15th which is also when most non-profits line up for their audit, but priority in the audits is given to for-profit corporations who pay higher fees.

3.2 2023 Q2 Financials

SB introduced the 2023 Q2 financials. There were no questions or comments.

3.3 2024/2025 Budget

SB stated that when the budget was originally sent out, it was considered high-level and speculative. However, with the Olympic inclusion announcement, the budget has become very relevant. SB stated that there are stretch goals with regards to income that will require the successful launch of the WL Foundation, but she believed there are many positive factors that help minimize the risk. It was also noted there have been



positive conversations with possible new donors recently. The budget has been increased to cover a full-time staff person to help administer the fundraising area.

The following questions were raised:

- If WL does not hit our income goals, is there a plan to cut expenses and/or cover the shortfall? WL is very optimistic the income goals will be reached and surpassed. However, if cuts are necessary, a list of recommendations would be brought to the Board for consideration. There is no predetermined list.
- What are the expenses for the championships? The expenses (some pass-through and some not) include anti-doping, WL staff to attend and support events, support for media and signage, among other expenses to help the local organizing committee.
- Has Olympic inclusion allowed WL to apply for additional IOC grants? WL and other Host City Sports are pressing the IOC for additional monies but currently WL's small IOC grant is unchanged.

The motion to approve the budget was brought forwarded by SB and seconded by JS:

"to approve the 2024/25 budget as presented"

Motion carried (35 yes, 0 no, 0 abstained)

Presentations on 2024 World Events

- **Hong Kong, China Lacrosse Association**

SR introduced Raymond Fong who presented the arrangements for the 2024 Women's U20 World Championship.

- **Utica Host Organizing Committee**

SR introduced Brian Witmer who presented the arrangements for the 2024 Box Lacrosse World Championships.

4. Elections for WL Board of Directors

4.1 Board Director

SR introduced the process for the election of the Strategic Board Director and Steph Migchelsen (SM), WL Vice President, presented the nominees; Don Blacklock and Lauren Charwat.

Following a 5-minute Election Buddy vote, the results were: 24 votes for Don Blacklock, 13 votes for Lauren Charwat.

Don Blacklock was elected as Board Director for a 4-year term.

5. GA Close



5.1 President's Closing Remarks

SR paid tribute to Steve Stenersen as he was awarded the WL Lifetime Achievement Award. The text and link to the video is attached at Appendix C.

SR reminded members that several committees and commissions were recruiting or about to recruit and encouraged members to seek candidates for these roles across WL commissions and committees as WL was keen to encourage diversity of thought.

SR concluded that we are at the dawn of a new era. In 2024, a world championship would be held in Hong Kong, China, for the first time and the first Women's Box Lacrosse World Championship would be held.

The full text of SR's comments is attached at Appendix C.

5.2 Date of 2024 World Lacrosse General Assembly

The date of the 2024 GA is November 16/17 and will be held virtually.

SR closed the 2023 World Lacrosse GA at 6:40pm MT.

APPENDIX A

Member	Status	Voting Delegate	Attendance
Argentina	Full	Daniela Seltzer	Present
Australia	Full	Paul Mollison	Present
Austria	Full	Sarah Hededen	Present
Belgium	Full	Marco Daniele	Apologies
Canada	Full	Jane Clapham	Present
China	Full	Brendan Mullin	Present
Chinese Taipei	Full	Tim Kwan	Present
Costa Rica	Full	Walter Rojas Supoy	Present
Croatia	Full	Bartul Marunic	Present
Czech Republic	Full	Pavel Semerák	Present
England	Full	Mark Coups	Present
Finland	Full	Caroline Sorensen	Present
Germany	Full	Jakob Grossenhagenbrock	Present
Greece	Full	Anthony Katagas	Present
Haudenosaunee	Full	Leo Nolan	Present
Hong Kong, China	Full	Warren Alderige	Present
Hungary	Full	Laszlo Bajinócy	Present
Ireland	Full	Michael Kennedy	Present
Israel	Full	Alex Freedman	Present
Italy	Full	Michele Pancani	Present
Jamaica	Full	Calbert Hutchinson	Present
Japan	Full	Yusuke Sasaki	Present
Kenya	Full	Peter Ginnegar	Present
Korea	Full	Ryan Park	Present
Latvia	Full	Paul Dzintars Kalnins	Present
Mexico	Full	Daniela Eppler	Present
Netherlands	Full	Jasper van der Horst	Present
New Zealand	Full	Nicole Goode	Present
Norway	Full	Andrea Granerud	Present
Peru	Full	Katherine Loh	Present
Philippines	Full	Ron Garcia	Present
Puerto Rico	Full	Miguel Lozada	Present
Scotland	Full	Georgie Greenwood	Present
Spain	Full	Christina Grijalba	Present
Sweden	Full	Teckla Jackson	Present
Switzerland	Full	Lukas Heri	Present
United States	Full	Jason Vescovi	Present
Wales	Full	Ben Taylor	Present
Continental Federation (APLU)	Full	Albert Lai	Present
Continental Federation (AAL)	Full	Rufas Ntiamoah	Present



Continental Federation (ELF)	Full	Ron Balls	Present
Continental Federation (PALA)	Full	Ann Kitt Carpenetti	Present
Board President	N/A	Sue Redfern	Present
Board Vice President	N/A	Steph Migchelsen	Present
Board, Finance and Governance Director	N/A	Sallie Barker	Present
Board, Competition Director	N/A	Bob DeMarco	Present
Board, Technical Director	N/A	Don Blacklock	Present
Board, Legal Counsel	N/A	Rob McCutchan	Present
Board Athletes Commission Chair	N/A	Jane Lee	Present
Board Athletes Commission Vice Chair	N/A	Sean Gibson	Present
Board, Independent Director	N/A	Steve Govett	Present
Board, Independent Director	N/A	Kristen Garlinghouse	Present
Board, Diversity & Inclusion Director	N/A	Sabah Cambrelen	Present
Board, CF Representative	N/A	Mike Slattery	Present
Board/Staff, Chief Executive Officer	N/A	Jim Scherr	Present
Staff, Chief Operating Officer	N/A	Eric Parthen	Present
Staff, Director of Sport Development	N/A	TJ Buchanan	Present
Staff, Chief Branding Officer	N/A	Christy Cahill	Present
Staff, Sport Development Manager	N/A	Rufas Ntiamoah	Present
Staff, Sport Manager Certification and Education	NA	Ursula Johnson	Present
Staff, Director of Events	N/A	Kim Rogers	Present
Staff, Marketing Manager	N/A	Amit Mallik	Present
Staff, Social Media Manager	N/A	Nina Cusmano	Present
Staff, Acting Executive Assistant	N/A	Kim Baratkowski	Present

**WL 2023 GENERAL ASSEMBLY
OPENING REMARKS BY PRESIDENT SUE REDFERN**

VIDEO: [A New Era](#)

It truly is a new era, with so very many things to celebrate and even more to look forward to.

I am filled with pride and excitement as we share the momentous start of our next era. It is with immense pleasure that I address all of you – our passionate member federations, board and staff who have each made such an enormous contribution to this journey.

Today, we celebrate the realization of a dream that has been decades in the making. I can't say this enough: lacrosse's inclusion in the Olympic program for LA28 is not just a victory for the sport; it is a testament to the dedication of our global lacrosse community. It is the culmination of years of hard work, unwavering persistence and a strong vision that has driven us forward.

Having been involved in the strategic decision in 2003 to work towards making the long-held dream come true, I recognize the role of the volunteers in the ILF and IFWLA – and later FIL – in taking all the necessary steps to start the process. We knew then that it was likely to take us at least 30 years and cost a lot of money, and it was a brave step. If honest, I personally didn't really think it was achievable in my lifetime when we started and we had no idea where the money was going to come from nor what it would need to be used for.

More recently, several other International Federations have asked how we were able to get provisional IOC recognition, full IOC recognition and now Olympic inclusion in our first attempt. It's an unheard-of trifecta in a span of just five years. It's truly an amazing accomplishment and the result of years of preparation and planning by many to put us in the right place at the right time.

Lacrosse's rich heritage has captured the hearts of people across the world. Our game – shared so unselfishly with us by the Haudenosaunee – transcends borders, languages and cultures. Its appeal is diverse, and its fan base is continually growing. We have successfully conveyed to LA28 and the IOC that lacrosse is more than a game; it is an experience that embodies the spirit of competition, unity and camaraderie.



In reflecting on this extraordinary moment, we are reminded that it has been 120 years – spanning four generations – since lacrosse last graced the Olympic stage as a medal sport. The return of lacrosse to the Olympics is not just a revival; it's a resurgence of a legacy that has endured for over a century.

As we celebrate this revival, we are equally thrilled to witness another pioneering milestone. For the first time in Olympic history, women lacrosse players will take their rightful place on this prestigious stage. This historic inclusion symbolizes progress, equality and the limitless potential we must make available to all who play our sport.

Our successful Olympic result is due to the power of a united lacrosse community that believed in the potential of our sport. Together, we've painted a vivid picture of the excitement that lacrosse brings, its rich history and the diversity of its participation. We have shown the world that lacrosse is not merely a sport played with sticks and balls, but a vibrant tapestry of traditions, cultures and dreams.

The inclusion of lacrosse in the Olympics is a game-changer for our sport. It is a platform that will open doors to new horizons for athletes, coaches, officials, and lacrosse enthusiasts worldwide. The dreams of generations of lacrosse players have now found their place on the grandest sporting stage.

This historic moment is a tribute to all those who worked tirelessly, who believed when others doubted, and who never wavered in their commitment to lacrosse. We have come together from every corner of the globe to make this vision a reality.

We now look forward to the world witnessing the magic of lacrosse at the LA28 Olympics. We anticipate that this global stage will introduce our sport to millions of new fans, inspire the next generation of athletes, and foster a sense of unity and pride that can only be achieved through the power of sport.

I was deeply honored to be in Mumbai when the historic news broke, and I was truly moved by the overwhelming global excitement that ensued. The ripples of this momentous announcement reverberated worldwide, as our reach in news coverage over the two-week period exceeded an astonishing 20 billion, a staggering figure that underlines the magnitude of this achievement. More people are now acquainted with the sport of lacrosse than ever before, and we have yet to step foot in Los Angeles. The world is already catching lacrosse fever, and our journey has only just begun.

I must also note that the final stretch of this Olympic achievement came while we were busy making history in other areas of our sport as well.



In June, we staged our most-viewed world championship to date. A record 82,000 people attended, with more than 15,000 for the medal games. It was shown in more than 190 countries – the most ever – with the largest viewership of a gold medal game to-date. It had a global PR reach exceeding a billion, 17 million social impressions and over a million web page views. Those digital numbers outpaced last year's results by more than 400 percent.

In the meantime, we've amassed 13 new members since our last General Assembly. Alphabetically, they are Benin, Botswana, Brazil, Burkina Faso, Cote d'Ivoire, Iran, Malta, Mozambique, Sierra Leone, Togo, Uruguay, Zambia and Zimbabwe.

Welcome to each of you and we look forward to sharing your growth and future success as partners in World Lacrosse. And thank you to the board, staff and committee members who work to spread this game around the world.

The new members span all four of our Continental Federations and represent a record period of growth for World Lacrosse. With 11 new members thus far, this year is already our biggest growth year in history. In the past decade, we have officially doubled our membership with 45 new nations joining the previous community of 45 members. That is astounding and pivotal growth.

And I must especially commend the Africa Association of Lacrosse, our youngest Continental Federation, which has added nine new members just this year.

We all must continue to think big. I particularly want to applaud USA Lacrosse and Marc Riccio for their recent launch of ELEVATE28, a collaboration between eight major U.S.-based lacrosse organizations – including World Lacrosse – with a vision of doubling participation in the sport to 4 million by the end of the decade.

As we've seen recently, big visions lead to big results.

We all have work to do. We must be aspirational in continuing to progress our sport and highlighting its Olympic worthiness.

All our full member NGBs must now become engaged with and recognized by their relevant National Olympic Committees and in doing so you should each benefit in your own country in a variety of ways. Jamaica as one of our earliest NGBs recognized by their NOC have offered to advise any other NGB that is starting the process. Contact Calbert if you want to have a chat.



We have overcome a major hurdle, and now must also turn our eyes to Australia and making the case to the Brisbane 2032 Organizing Committee that lacrosse should maintain its Olympic position there, a decision that will be made prior to the LA28 Games. President Bach, the IOC President, made it clear several times that all 5 new sports are only invited to LA and must continue to demonstrate their worth for future Olympics.

That work will begin in earnest very soon.

I am proud to have worked alongside so many of you in this period in our history and to see us all succeed in achieving the long-held vision and ambition.

Together, we have built and launched a new form of lacrosse, one that combines the best of the sport and serves as an inclusionary opportunity for all lacrosse players who have dreamed of the Olympics and the opportunity for more countries to earn podium places.

Sixes is being played more by the day, from grassroots to the elite. This year alone, six major international events were staged, with many additional tournaments taking place and, as we expected, some new countries are beginning to start with sixes as it provides easier entry routes.

I continue to encourage you to embrace this natural evolution of our sport that is already proving its ability to increase accessibility and fast-track parity in international competition, as Japan demonstrated so well in the 2022 World Games in Alabama, with their first world medal.

The inclusion of lacrosse in the Olympic program is not the end; it is just the beginning of an incredible next chapter for our sport. Together, as a global lacrosse family, we will make history, and lacrosse will shine brightly on the world stage.

Thank you for your unwavering support, your tireless efforts, and your belief in the power of lacrosse. Together, we will continue to grow and thrive.

Thank you all!

APPENDIX C

WL 2023 GENERAL ASSEMBLY CLOSING REMARKS BY PRESIDENT SUE REDFERN

We have one last important item of business for today, and that is celebrating a true luminary of our sport, Steve Stenersen, the recipient of World Lacrosse's



most prestigious award in recognition of lifetime achievement. This accolade is a testament to Steve's remarkable contributions to the world of lacrosse and his steadfast dedication to the growth and development of our sport.

Throughout his illustrious career, Steve has been a true champion of lacrosse. As the president and CEO of USA Lacrosse for nearly a quarter of a century, his vision and leadership helped propel our sport to new heights. Under his guidance, USA Lacrosse flourished, touching the lives of countless individuals and communities, and shaping the very landscape of lacrosse in the United States and generously enabling resources to be shared with the world.

Steve's commitment to fostering inclusivity and diversity within lacrosse is exemplified by his pivotal role in expanding the sport's reach and accessibility. He has been a driving force behind initiatives that have introduced lacrosse to new audiences and ensured that it is a sport that embraces all.

Furthermore, Steve has displayed unwavering support for the growth of the sport on the international stage. His vision and leadership have played a crucial role in strengthening the global lacrosse community and making the dream of our inclusion in the LA28 Olympics a reality, including during the eight years he served as our vice president.

The impact of Steve's leadership extends far beyond his homeland, and today, we pay tribute to the enduring legacy he leaves behind.

On behalf of the World Lacrosse community, we extend our heartfelt gratitude and congratulations. Steve's exceptional leadership has left an indelible mark on our sport, and we look forward to celebrating his continued contributions in the years to come.

Congratulations, Steve, our 2023 Lifetime Award recipient, and now let's have a closer look at the impact he's had on the global lacrosse community.

VIDEO: [Steve Stenersen](#)

As we draw the curtains on this year's General Assembly, I want to express my heartfelt gratitude to each and every one of you. Your time, your collaboration and your commitment to the growth and development of this great sport are extraordinary.

I also want to take this moment to encourage a broader range of NGB representatives to seek active roles in supporting the governance of this sport on a global level. We must have diverse representation across our commissions and committees to ensure that a range of voices and perspectives are heard.



A number of those commissions and committees – covering a wide range of important topics – are either actively recruiting or will soon be. Please look for those communications and share within your organizations and networks.

We are at the dawn of a new era for our sport, lit by the unity and vision of our global lacrosse family, and I'm immensely proud of what we've achieved together.

In the exciting year that lies ahead, we will witness more history. The first World Lacrosse championship ever to take place in Hong Kong, China, will feature the bright women's stars of tomorrow, possibly many of the same athletes who will represent their countries at the 2028 Olympics.

We will also see our first-ever women's box championship in Utica, New York, alongside the men's box championship. It is another landmark moment that is the final piece in ensuring full equity across our championship events.

Our future is bright, and the journey ahead promises excitement, growth and the continued evolution of our sport. Together, we'll shape this future, and I can't wait to see what we'll achieve as we move forward as one united lacrosse family.

Thank you, and here's to just the beginning of an incredible journey ahead!