



MINUTES OF THE 2024 WORLD LACROSSE GENERAL ASSEMBLY Saturday, November 16, 2024, 6AM ET

1. GA Opening

Roll Call and Logistics

World Lacrosse (WL) Chief Operating Officer, Eric Parthen (EP), welcomed the members to the 2024 World Lacrosse General Assembly. EP took the roll call of the delegates and confirmed the meeting was quorate with 53 voting delegates present. The list of all in attendance is attached at Appendix A.

EP reminded the members of the protocol for Zoom as well as the procedures and processes for the meeting. A test vote was conducted through Election Buddy and any initial issues resolved.

1.1 President's Opening Remarks

President Sue Redfern (SR) welcomed everyone to the 2024 WL GA on behalf of the Board of Directors and Staff. SR recognized and commended everyone for their continued work on behalf of the sport of Lacrosse. She noted that while Lacrosse is in the Olympics, our goals have not changed but instead evolved. Our focus now shifts to keeping Lacrosse as a permanent fixture in the Olympic Games.

SR stated that this new challenge will be taken on by a new President, as she ends her term later in 2024. This GA is critical to the continued growth of Lacrosse and the topics up for discussion will greatly impact the future of WL. This included the changes in the strategic board composition, the adoption of the new strategic plan, some updates and changes in governance and event structure. SR reminded all that WL has come so far but has so much further to go.

SR held a moment of silence for WL Staff member, Rufus Ntiamoah, who passed away unexpectedly and far too soon this past summer.

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

1.2 Membership Changes since GA 2023

SR recognized and welcomed the National Governing Bodies that have become Provisional Members since the 2023 GA. These are the Federations of Pakistan Lacrosse and Uzbekistan Lacrosse. In addition, six NGBs have become Full Members: US Virgin Islands; Dominican Republic; Colombia, Ghana; India; and Saudi Arabia. The Federations of Colombia, Ghana, India and Saudi Arabia will become Full Members after the 2024 GA.

1.3 Confirmation of Agenda

Sallie Barker (SB), Finance and Governance Director, reported there were no changes to the formal agenda. However, SB highlighted that in the latest version of the agenda that was sent out prior to the GA, 'for voting' had been added alongside the Strategic Plan, as the plan has enough new elements to justify a member vote. The membership confirmed with a show of hands that they approved this minor change.

1.4 Approval of 2023 General Assembly Minutes

SB introduced the minutes from the 2023 WL GA which had been previously distributed in accordance with the WL Constitution. These were sent out on 10 January 2024.

Two comments were raised:

- Inclusion of all NGB and CF attendees (not just voting members) in the minutes
- Correction of the spelling of "lacrosse" in the title of the document in the GA folder

The motion to approve the 2023 WL GA minutes was made by SB and seconded by SR.
"to approve the 2023 General Assembly minutes as presented (simple majority)."

Motion was carried (53 in favor, 0 against, 0 abstentions)

Actions:

To amend the minutes to correct the spelling of Lacrosse in the 2024 GA Folder. (Completed post meeting).

To include all those in attendance at future WL GAs.

1.5 Matters Arising

SB stated that the single action from the 2023 WL GA had been completed. The action was to send out the FAQs and revise the event Sanctioning Policy in the light of feedback. No other matters were raised.

2. CEO's Annual Report

2.1 State of the Sport

WL Chief Executive Officer, Jim Scherr (JS), thanked everyone for their attendance and commented that he felt the state of the sport had never been better. 2024 had built on the success of 2023 and the future in 2025 is very bright.

JS shared the first of two videos showcasing the Women's U20 World Championship in Hong Kong, China. He went through the event by the numbers, including the various firsts that had occurred as a part of the event, these included: the first event on mainland Asia; Japan women's first medal (bronze); and the implementation of the new WL officials rating program. He shared the exciting and new record numbers of social media impressions,



website hits and online viewing experiences. He thanked the WL events team and the LOC for their hard work to make the event a success.

The second video of the Men's and Women's Box World Championships in Utica, NY, was then shown. It was the largest Men's Box WC and the inaugural Women's Box WC. JS thanked the LOC and stated that he felt it may have been the best WL WC to date. He also thanked the Women's Box WG for their work and for everyone's excitement surrounding the event. The growth in social and digital media surpassed the numbers from Hong Kong and is a testament to the work of the WL communications and branding department.

JS then highlighted the upcoming events over the next three years – all in Asia. He also talked about the membership growth, which wasn't quite as large as WL would have liked. However, that was partially due to the shift in focus to the current membership and the unfortunate passing of Rufus Ntiamoah.

JS moved onto the overall state of WL as an organization and provided details in relation to the:

- social and digital media growth over the last year;
- brand partnerships, including Nike, Sportall and others;
- partnership with Sportall and the creation of WL TV, which was utilized for the first time this summer for both the WLWU20C and WLBC;
- introduction of the Officials Certification Program, which was revised and implemented for this year based on competencies;
- creation of the WL Officials Educator Program, which allowed for consistency in training, education and development of officials;
- support to members with almost \$340,000 in grants across various areas;
- WL virtual Training Center where there were almost 700 new members and 2000 course enrollments, as well as over 22 courses (up from the initial 12 in 2021);
- approval by the membership, by over a 71% margin, of the use of the shot clock. This will be a part of the international lacrosse game in January of 2026 for men and January of 2027 for women. This initiative was brought to the membership because of feedback from media, players, and fans who wanted to see the game speed up.

JS concluded by providing an Olympic update. He then responded to a question about the number of teams in the Olympics.

JS thanked the Board, staff, members and athletes who made 2024 so special.

2.2 2025-2028 Strategic Plan Update

JS noted that this strategic plan is the first of the new era, with lacrosse now returning to the Olympics. The previous strategic plan was approved by membership in 2018 and while some of this new one is the same there are changes based on our status.



The focus has shifted from getting into the Olympics, to now becoming a part of the Brisbane 2032 program and solidifying Lacrosse's inclusion as a permanent part of the Olympic program in the future.

JS went onto share the 2025-28 strategic plan, highlighting that the WL vision and values have remained the same, but the mission had been updated earlier this year. JS then presented the core strategies and their objectives and the 2025 goals and their KPIs. He hoped that all had the opportunity to read the full strategic plan and digest the details.

JS responded to questions from the membership about the broadcasting of qualifiers and WL brand partners support with NGBs and CFs.

The motion to approve the 2024-2028 Strategic Plan Update was made by JS and seconded by SR.

"to approve the 2024-2028 Strategic Plan Update."

Motion was carried (49 in favor, 0 against, 0 abstentions)

BREAK – 15 Minutes (7:45AM ET to 8:00AM ET)

3. WL Finances

3.1 2023 Audited Accounts

SB introduced the audited accounts and report from Waugh & Goodwin, LLP. The audit began in May and concluded this week. She apologized for the delay in sending them out and stated that they had not been discussed or approved by FARC or the Board as they were only received this week. Following discussion at the GA, they will be taken to FARC and the Board. She reminded the membership that these are not put forward for a formal vote. No comments or questions were received.

3.2 2024 Q3 Financials

SB introduced the 2024 Q3 financials. This is the first time Q3 has been provided to the members at a WL GA. It was decided to share these in part due to the delay with other documentation. Q3 ended at the end of September, and these were shared with the intention of comments and questions, no formal vote. No comments or questions were received.

3.3 2025/2026 Budget

SB introduced the 2025/26 budget, which was similar to previous years. She stated that WL will not be able to significantly modify its budget until revenue is diversified and increased. However, WL leadership believes this budget allows WL to continue to pursue its strategic goals.



In relation to income, JS is working closely with the fundraising leadership group to generate new philanthropic donations. There is a significant amount already contracted through Private Donor Fundraising. WL will look to generate other donor support, sponsorship, merchandise/licensing, and new event rights to create a break-even budget.

SB went onto state that next year, WL will be reviewing member related income. A small working group, including both staff and volunteers, would be set up to review all member-related revenue, including subscriptions and sanction fees as well as the potential for the introduction of license fees.

Regarding expenses, SB stated that the 2025 – 2028 Strategic Plan seeks to add new NGBs, increase the capabilities of our existing members, and improve the level of Sixes play. Therefore, an increase in funds has been allocated to clinics, equipment grants and shipping, NGB and CF grants while also supporting collaboration grants and coach and athlete development projects.

In addition, WL will continue to invest in marketing and promotion as a lead up to LA28 and hopefully Brisbane32 after that. While WL's digital footprint growth has been impressive, WL is still a long way behind our competitors, so continued investment is necessary.

Finally, SB stated that a significant investment in Sixes is a priority in the lead up to LA and WL has allocated funds for the development of the Sixes platform.

JS responded to questions from the membership on the allocation of monies to the Olympic vision and development budget lines.

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

"to approve the 2025/26 budget as presented"

Motion carried (46 yes, 0 no, 0 abstained)

4. Governance

SB provided the background to the proposed changes to the WL Constitution and Bylaws which she presented together for block vote by the membership. She highlighted the key changes to both documents which included expanded definitions, the deletion of the affiliate membership, a new member category – the Multi-Nation Member, as well as changes to the board composition and size.

SB went onto state that, just before the GA webinar at the end of October, two motions had been sent in by the England and German Lacrosse Associations who had requested the removal of two items for specific discussion and voting at the GA. These were in relation to the proposed definition of the key donor and the removal of the composition of the board.

SB explained that following the webinar the Board had distributed a paper detailing how the strategic board transition would take place. As a result, the German and England Lacrosse Associations had withdrawn their request for a specific discussion and vote on this issue. The Board had also withdrawn the proposed definition of the key donor.

SB and JS responded to questions about the changes to the board composition and number and the appointment and election process for the new members of the Board.

4.1 Proposed Changes to the WL Constitution

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

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

Motion carried (34 yes, 10 no, 5 abstentions)

4.2 Proposed changes to the WL Bylaws

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

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

Motion carried (32 in favor, 10 no, 7 abstentions)

4.3 World Events: Maximum Cap on Teams

Fiona Clark (FC), WL Competition Director, introduced the rationale for the change to the maximum cap on teams for Sixes Championships. The proposal was made as a direct result of the issues WL has in finding hosts who can handle the magnitude of WL Championships. This would allow events to be more manageable from both a host and WL perspective and allow bidding countries and locations to know exactly the number of teams they are bidding to host.

JS responded to a question as to how the final number of 16-20 would be determined.

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

“to accept that the Sixes Championships from 2027 will have an equal cap of 16-20 teams for both men and women and that Continental Qualifiers will be put in place, with an allocation formula to be determined once the qualification process for the Olympics has been established (simple majority)”

Motion carried (40 yes, 8 no, 1 abstention)

4.4 World Event Schedule: 2028 Onwards

JS presented the rationale for the changes to the event schedule from 2028 onwards.

The overarching purpose is to address what is an extremely busy 2028 with the inclusion of the LA Olympic games, Men's U20, and Men's and Women's Box Championships. The proposal, if passed, would shift the Men's U20 in 2028 back a year to 2029 and continue a four-year cycle following. He went onto state that WL recognized that there may need to be a shift in continental events.

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

“to accept that the World Men’s U20 Championship is moved from 2028 to 2029 and then kept on a 4-year cycle thereafter resulting in both U20 events occurring in the same year (simple majority)”

Motion carried (47 yes, 2 no, 0 abstentions)

BREAK – 10 Minutes (9:26AM ET to 9:36AM ET)

5. Elections for WL Board of Directors

5.1 World Lacrosse President

SR introduced the Chair of the Nominations Committee, WL Vice President Steph Migchelsen (SM), who reviewed the process for the election of the WL President.

SR stated that the new President will take over in December of 2024 and remain President of WL through the 2028 Olympic Games; with the next election to taking place at the 2028 GA.

SM presented the nominees; Jakob Grossenhagenbrock, Bob DeMarco and Ronald Jones and members were asked to vote as follows:

“To select one of the candidates, either Jakob Grossehagenbrock, Robert (Bob) DeMarco or Ronald Jones to a four-year term as President (simple majority)”

Following a 10-minute Election Buddy vote, SR shared the results of the election: 31 votes for Robert (Bob) DeMarco, 17 votes for Jakob Grossenhagenbrock, and 1 for Ronald Jones.

Robert (Bob) DeMarco was elected as WL President for a 4-year term, with the handover taking place on 18th December 2024.

6. GA Close

6.1 President’s Closing Remarks

JS thanked SR for her incredible leadership of WL and the many contributions she had made to the sport of lacrosse. He went onto highlight the achievements WL has accomplished under her tenure and shared his appreciation for her leadership and friendship. The link to the Sue Redfern tribute video can be found [here](#).

SR then shared some closing remarks and stated that it was an honor to have been WL President and to see the massive changes and challenges the sport and organization have experienced and overcome.



She highlighted some of her history as a part of Lacrosse, where she has come from and how far the sport has come over the years. She thanked former and current board members, staff and specifically Jim for his guidance in navigating the international sports journey.

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

6.2 Date of 2025 World Lacrosse General Assembly

The date of the 2025 GA is 15/16 November 2025 and will be held virtually.

SR closed the 2024 World Lacrosse GA at 10:20am ET.

APPENDIX A

Member	Status	Voting Delegate	Attendance
Argentina	Full Member	Daniel Seltzer	Present
Australia	Full Member	Abbie Burgess-Brice	Present
Austria	Full Member	Julia Zumbroich	Present
Belgium	Full Member	Marco Daniele	Present
Bermuda	Full Member	Stephen Michel	Present
Canada	Full Member	Terry Rayner	Present
China	Full Member	Brendan Mullin	Present
Costa Rica	Full Member	Walter Alberto Rojas Supoy	Present
Croatia	Full Member	Bartul Marunic	Present
Czech Republic	Full Member	Pavel Semerak	Present
Denmark	Full Member	Nikolaj Lund	Present
Dominican Republic	Full Member	Dilcia Roehrich	Present
England	Full Member	Mark Coups	Present
Finland	Full Member	Caroline Sorensen	Present
France	Full Member	Paul Maitre	Present
Germany	Full Member	Gina Kaysan	Present
Greece	Full Member	Anthony Katagas	Present
Haudenosaunee Confederacy	Full Member	Leo Nolan	Present
Hong Kong	Full Member	Warren Allderige	Present
Hungary	Full Member	Laszlo Bajnoczy	Present
Ireland	Full Member	Michael Kennedy	Present
Israel	Full Member	JT Jennings	Present
Italy	Full Member	Michele Pancani	Present
Jamaica	Full Member	Calbert Hutchinson	Present
Japan	Full Member	Yusuke Sasaki	Present
Kenya	Full Member	Peter Ginnegar	Present
Korea	Full Member	Ryan Park	Present
Latvia	Full Member	Pauls Dzintars Kalnins	Present
Mexico	Full Member	Jeovanny Perez	Present
Netherlands	Full Member	Jasper van der Horst	Present
New Zealand	Full Member	Aksel Bech	Present
Norway	Full Member	Olav Ruud	Present
Peru	Full Member	Natasha Bucher	Present
Philippines	Full Member	Ron Garcia	Present
Poland	Full Member	Kajetan Statkiewicz	Present
Puerto Rico	Full Member	Miguel Lozada	Present
Scotland	Full Member	Ethan Harris	Present
Slovakia	Full Member	Gregory Tears	Present
Spain	Full Member	Lyndsey Munoz	Present
Sweden	Full Member	Teckla Jackson	Present
Switzerland	Full Member	Lukas Heri	Present

Chinese Taipei (Taiwan)	Full Member	Tim Kwan	Present
Thailand	Full Member	Payu Nerngchamnong	Present
Turkey	Full Member	Deniz Piatt	Present
United States	Full Member	Jason Vescovi	Present
US Virgin Islands	Full Member	Tom Guthrie	Present
Wales	Full Member	Nicola John	Present
AAL	Continental Federation	Lincoln Nyade	Present
APLU	Continental Federation	Mike Slattery	Present
ELF	Continental Federation	Ron Balls	Present
PALA	Continental Federation	Ann Carpenetti	Present
British Lacrosse	Allied Member	Leslie Rance	Present
Brazil	Provisional Member (Non voting)	Cristina Velez	Present
Colombia	Provisional Member (Non voting)	Oscar Castillo Morales	Present
Ghana	Provisional Member (Non voting)	Evans Ntiamoah	Present
Iran	Provisional Member (Non voting)	Ali Heidari	Apologies
Lithuania	Provisional Member (Non voting)	Ryan Dutkus	Present
Pakistan	Provisional Member (Non voting)	Taifoor Zareen	Present
Panama	Provisional Member (Non voting)	Ryland Huyghue	Present
Slovenia	Provisional Member (Non voting)	Ales Golob	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, Athletes Commission Chair	N/A	Jane Lee	Present
Board, Athletes Commission Vice Chair	N/A	Sean Gibson	Present
Board, Competition Director	N/A	Fiona Clark	Present
Board, Development Director	N/A	Bob DeMarco	Present
Board, Director	N/A	Don Blacklock	Present
Board, Diversity & Inclusion Director	N/A	Sabah Cambrelen	Present
Board, Independent Director	N/A	Kristen Garlinghouse	Apologies
Board, Independent Director	N/A	Steve Govett	Present
Board, Legal Counsel	N/A	Rob McCutchan	Present
Board/Staff, Chief Executive Officer	N/A	Jim Scherr	Present
Staff, Chief Branding Officer	N/A	Christy Cahill	Present
Staff, Chief of Staff	N/A	Alicia Jackson	Present
Staff, Chief Operating Officer	N/A	Eric Parthen	Present
Staff, Director of Events	N/A	Kim Rogers	Present
Staff, Director of Sport	N/A	TJ Buchanan	Present
Staff, Education and Certification Manager	N/A	Ursula Johnson	Present
Staff, Marketing Manager	N/A	Amit Mallik	Present

APPENDIX B

WL 2024 GENERAL ASSEMBLY OPENING REMARKS BY PRESIDENT SUE REDFERN

Good morning, good afternoon, good evening, everyone.

It's truly wonderful to see so many familiar faces, representing our lacrosse family from all over the world and to have seen so many of you at one of our 2024 events. Although we're gathering virtually, the energy and shared purpose in this room is just as strong as if we were together in person. Each one of you brings invaluable passion and dedication to this community, and it is both an honor and a privilege to be here with you today.

This General Assembly holds special significance for me personally, as it will be my last one as your president. After seven years, I'm filled with both gratitude and pride as I look back at what we've achieved together. But I'm also filled with optimism as I look ahead to what the future holds for lacrosse and for each of you as leaders and stewards of our sport.

Let's take a moment to reflect on where we were a year ago at this time. Just 12 months ago, we were celebrating an announcement that has the potential to change the trajectory of lacrosse forever: the return of our sport to the Olympic Games in Los Angeles 2028, the first time as a medal sport in 120 years. This was a historic milestone, not just for us as an organization but for every athlete, coach, official, administrator and fan who has dreamt of seeing lacrosse on the Olympic stage. During the year, so many people have spoken to me about this opportunity for the sport.

The journey to this point has been one of resilience, unity and vision – a vision we all share. This achievement represents the collective efforts of each and every one of you and that has been truly important for us to achieve this in the timescale that we did. For some of us, the Olympic dream was something we feared might always remain a dream. Today, it is very much a reality, but it is also just the beginning.

Our focus now is on making the most of this Olympic moment, ensuring that lacrosse isn't simply present in Los Angeles, but that it shines brightly enough to become a fixture in the Olympic program. This will require unwavering commitment and focused strategy. Los Angeles 2028 is just the beginning of what we envision as a continuous Olympic journey, and our collective goal is to build upon this momentum and work towards Brisbane 2032 and beyond. That is not an easy task.



This brings us to the core of the challenge before us. It's not enough simply to secure one Olympic berth; we want lacrosse to become a permanent part of the Games. This means working strategically over the long term. It means proving not only to ourselves, but to the global sports community that lacrosse deserves its place on the world's biggest sporting stage.

Today, we find ourselves in a critical period of growth and opportunity, and as we approach LA28, our responsibilities only grow. We have an exceptional opportunity to capture the world's attention and grow our fan base, but we must also be intentional about laying the groundwork for future generations.

This Assembly also marks a time of transition within our organization. Soon, we will have a new president who will carry forward this vision. I have full confidence that our elected candidate will bring fresh energy and perspective to our mission. This transition is a natural step, and it comes at a time when we are equipped with a well-prepared strategic plan that outlines our path forward.

Our 2025-2028 strategic plan, which we'll discuss in greater detail today, represents the culmination of reflection, planning and feedback. This plan focuses on key areas that will support our long-term vision: the growth and development of lacrosse around the world, the strengthening of our federation, and the maximization of the opportunities that lie ahead.

The journey we are on today is not a departure from our previous work; it is an extension, a next step. Every effort, every initiative we've launched so far has brought us closer to where we need to be.

We're building on a strong foundation. We're expanding our reach with three disciplines of lacrosse at the world level, and with eight world championships, qualifiers, and countless regional and national events, we are all busier than ever before... This is a fantastic problem to have! But with this busyness comes a greater need for resources, and that means we must work together as a community to not only find those resources, but to manage and allocate them wisely, as well as ensuring that each individual involved is not overwhelmed and trying to take on everything simultaneously.

Since our last General Assembly, we have hosted three successful world events, each bringing together remarkable talent and dedication. Two of these events were held concurrently, a tremendous logistical feat that was achieved thanks to the hard work and determination of everyone involved. Additionally, we celebrated a milestone with the first-ever women's box championship – a true testament to our commitment to equality and inclusion within the sport. I congratulate all of you for exceeding our expectations in terms of the numbers of countries that took part in this first women's



world box event. These accomplishments reflect our dedication to expanding opportunities for all athletes and to growing lacrosse in every corner of the world.

As we work toward global growth, it is essential that we continue to prioritize diversity, equality and inclusion. I'm pleased to share that as we have matured our DE&I efforts, in 2025 we will be transitioning from having separate Women in Sport and Diversity and Opportunity commissions to forming a new Inclusion Council. This new council marks an important evolution, reinforcing our commitment to making lacrosse accessible and welcoming for everyone. Inclusivity is not just a value – it's a pathway to our future, enabling us to reach new communities and inspire athletes, coaches, officials, administrators and fans who may not have seen themselves in lacrosse before. With the Inclusion Council, it is our intent to embed this firmly in all we do. More details on this will be forthcoming soon.

None of this would be possible without the extraordinary dedication and teamwork within World Lacrosse. I want to take a moment to acknowledge the tremendous efforts of the entire board and staff led by CEO Jim Scherr.

I'd also like to extend a special thanks to outgoing board directors Fiona Clark and Sean Gibson, whose tireless work and significant contributions since they joined the board in 2018 have strengthened our organization immensely. Their dedication and vision are deeply appreciated, and I am incredibly grateful for their partnership.

We are in the process of interviewing for the chair of the Competition Committee and as soon as that is confirmed, we will be seeking your input for membership of the committee with an intent to have this up and running in January 2025, as Fiona's director post finishes as a board position.

In addition, it is my honor to recognize Lorna Powell, who was recently announced as the recipient of World Lacrosse's highest honor, the Lifetime Award. This award is a symbol of our respect and gratitude for her unparalleled service to lacrosse and the countless lives she has impacted in many different areas of lacrosse. Lorna represents the very best of our community and reminds us all of the power of dedication and love for this sport.

As we move forward, one of our key objectives is to continue evolving our governance structure to better support our strategic goals. Today, we'll discuss updates to our bylaws, and I'd like to emphasize the importance of approaching these changes with a big-picture mindset. Whilst it's natural to focus on the details, it's essential that we don't lose sight of our overarching objectives. Our role as a board is to think strategically, to look ahead and to ensure that our organization is positioned for sustainable growth. Jim will provide more detail on our future plans, but I want to encourage each of you to keep this broader perspective in mind as we engage in these discussions.



Looking to the year ahead, we have exciting events on the horizon. We will see women's sixes The World Games and will host the men's U20 championship, kicking off a series of events in Asia – a region of critical importance for the future of lacrosse. These events offer us an opportunity not only to showcase lacrosse on the world stage but to foster local interest and engagement.

We also need hosts for our events in the years to come. To continue growing, we must make hosting our events more manageable, more streamlined and more appealing to a diverse range of partners. This will involve continuous improvement and innovation to ensure that our events are world-class for athletes and attractive to corporate sponsors, media and host cities alike.

As I prepare to hand over the reins, I feel an overwhelming sense of pride and gratitude for all we've achieved together. The journey of these past seven years has been one of the most rewarding experiences of my life. We have accomplished so much as a community, and yet, our most exciting challenges and opportunities still lie ahead.

Together, we have laid the groundwork for an extraordinary future. I am confident that, under a new president, we will continue to build on this foundation, reaching even greater heights as we pursue our shared vision for lacrosse on a global scale.

Thank you for your passion, your support and your dedication to this incredible sport. Let's make this a fruitful Assembly, one that honors our past achievements while focusing firmly on our future.

Let's continue building our shared dream and advancing lacrosse's place on the world stage...today, tomorrow and for generations to come.

Now I move to formally recognize the new members that have joined us since the last GA, as well as those that have moved from provisional to full membership.

Our two new members are Pakistan and Uzbekistan...welcome to you both. It was fantastic to see Uzbekistan already hosting the first Asian Lacrosse Games earlier this year and we look forward to additional activity in both countries as lacrosse gains a foothold in Central Asia.

Next, I'd like to congratulate the six NGBs that became full members: first was US Virgin Islands, followed by the Dominican Republic...then just this month we approved Colombia, Ghana, India and Saudi Arabia.



That represents great movement in the development of our existing members and allows six new countries to compete in world events. We commend the actions of those six members and encourage other provisional members to seek the same advancement.

Finally, I would like to hold a moment of silence for us to remember Rufus Ntiamoah, who we lost on June 9, far far too early. Rufus did so much to help us grow lacrosse in Africa, and his legacy will carry on forever. May he rest in peace. Each of you may also like to take the moment to remember those lost in your own lacrosse communities this year.

Thank you.

APPENDIX C

WL 2024 GENERAL ASSEMBLY CLOSING REMARKS BY PRESIDENT SUE REDFERN

Thank you for those lovely messages.

It has been both a privilege and an honour to have led WL during the last 7 years. It has been exciting, challenging, rewarding (...and maybe ...just a little time consuming!).

When I first stood for election as President in 2017 I had little real idea what I was getting myself into, as it rapidly became a very different and much bigger and more challenging role than the one that I had anticipated from prior experience in IFWLA or the transition board to FIL, and with a much greater learning curve than I had expected. But that's also been one of the rewarding things about these 7 years – to have used virtually all my prior professional, and my lacrosse experience, and also to have continued to learn throughout.

For a small organization we have been through (and are still going through) a huge amount of change and development, more – I often say – than most small new businesses would sensibly try to achieve simultaneously (and despite our long history we are effectively still a new small business), and at times it is difficult for all of us to keep pace with. But we all knew why we were doing it. We have a common goal.

Of course we could always do better, and all probably want to, but there's only so many hours in a day and we have all had to prioritize the things that each of us could do to help achieve the most towards our ultimate collective objective of getting lacrosse back into the Olympic Games. The rest had to be good enough but not perfect, and in that I am sure that all of you in CFs or in NGBs would recognise similarities between what you'd like to achieve and what is possible to achieve.

The depth of new understanding and history I needed in the international sports context would have been so much harder without the support of our professional staff team, each of whom brings different but complementary expertise and experience and I thank them all, and also our consultants over this time, for sharing their knowledge with me. ... Jim, working with you in particular in this context, has been a highlight of my presidency and seeing how valued you are in the international community – so thank you. My predecessors on the board made an excellent choice when they appointed you.

Surprisingly to me I've also learned along the way a lot about lacrosse that I had not discovered before as well, making my lacrosse knowledge all the richer.



I'd like to also pay tribute to all of our past and current board members, from different backgrounds and countries, who have provided both appropriate check and challenge to me, but also support to the proposed changes, even when at times they have felt uncomfortable for individuals. We are still in the process of the cultural transition to a strategic board – that doesn't happen overnight.

I have also had the wonderful opportunity to travel to many countries, including some that I might otherwise never have travelled to, and in each have taken the opportunity of reaching out to you, our members, whether as CFs or NGBs or just as lacrosse individuals and thank you all for the welcome you have given me. Covid, annoyingly, got in the way of meeting more of you around the world.

I am particularly proud of the way in which we have been able to encourage women in leadership positions – when I joined the board in 2017 there had been just one woman on the board and now we have equal representation of men and women in both the staff and the board, far better than the majority (if not all) of the Olympic International Federations, and we also have women chairing and leading important and significant committees.

2024, as my last Presidential year, had two very special moments for me – first the opportunity to go to my first Olympics, representing lacrosse as a recognised federation President (having missed out on both Tokyo and Beijing because of covid times) and then attending my last World Championship as President, in September, where we saw the first ever women's world championship in our box discipline, bringing our world event opportunities to complete equality. Jim's video earlier in the GA reminded me of what a very happy last world event that was.

My first GA attendance was in 1983 – before many of you were born! My playing background was as a goalkeeper, with a normal size wooden field stick and at a time when goalkeepers just had face masks, not helmets. But even now I remember many of those who were present with me, less from what we discussed (with the exception of rules changes which probably scarred me for life!), but in how we all worked together from different continents. Japan Lacrosse has a saying that "Lacrosse makes friends". And for over 40 years in international lacrosse, lasting friendships and the welcome of the lacrosse community, will be what I most remember. For those yet to take on international roles – I'd encourage you to take the plunge – don't overwhelm yourself but get involved in some way. The rewards far outweigh the effort.

So whilst now it is farewell from me as President, I have no doubt I will see many of you again in some capacity (and may already have committed myself to a working group on subscriptions mentioned earlier!) and I will always be available to anyone as a sounding board or to provide insight into what we have done, as needed. My WL email remains a contact point for anyone, and my memory remains pretty good! Formally I hand over to



Bob DeMarco on 18th December, one month after the GA, after completion of our 2024 activities.

Thank you to all of you for being with me on this journey and for supporting me as your President. You haven't by any means made it easy at times, but your passion and contribution is truly valued. I am proud of all we have achieved, and have planned, and in how we are positioned in the IF world, and I am grateful and honoured for my time as your President.

.... Although I confess that am now looking forward to a well-earned and a bit of time for me, for a while before taking on anything new.

I wish you all, and particularly Bob, our new President, all the best for the future and I look forward to seeing WL continue to flourish and develop.

I now have pleasure in declaring this 2024 General Assembly formally closed.
Thank you for attending and goodbye!