



World Lacrosse Development Committee - Terms of Reference

The World Lacrosse Development Committee is established as a committee under section 1.8 of the WL Constitution in the WL Governance Handbook.

The Development Committee is managed by a member of the WL Sport Department staff.

1. Purpose

1.1 The World Lacrosse Development Committee is established to provide advice, support, and to further advance the sustainable global growth of lacrosse, with a primary emphasis on **grassroots development**. The Committee shall support the Director of Sport and World Lacrosse in promoting inclusive participation pathways, capacity building, and long-term athlete, coach, and administrator development aligned with the strategic objectives, values, and governance framework of World Lacrosse.

2. Key Responsibilities- The Committee shall support World Lacrosse Sport Department by advising on;

2.1 Grassroots Development Strategy

- Contribute to the development and periodic review of a global grassroots development strategy for lacrosse.
- Promote implementation of best-practice models for introductory and community-based lacrosse programs.
- Promote age-appropriate, safe, and enjoyable entry points to the sport.

2.2 Capacity Building

- Support the education and development of coaches, educators, and volunteers at grassroots levels.
- Encourage the creation and dissemination of standardized yet adaptable development resources.
- Collaborate with World Lacrosse committees and Continental Federations to strengthen local capacity.

2.3 Member Support and Development

- Supports the Sport Department in the membership approval and upgrade process, as detailed in the WL constitution and bylaws.
- Provide guidance and recommendations to World Lacrosse Members on grassroots program design, delivery, and evaluation.
- Identify barriers to participation and propose practical solutions, particularly in emerging and developing lacrosse nations.
- Encourage knowledge-sharing and mentorship among Members.

2.4 Inclusion and Accessibility

- Promote inclusive development initiatives that engage youth, women and girls, underserved populations, and persons with disabilities.
- Support programs that reduce financial, geographic, and cultural barriers to participation.
- Align grassroots initiatives with World Lacrosse safeguarding and integrity policies.

3. Collaboration – The Committee shall collaborate with;

- Other World Lacrosse committees and working groups.
- Continental Federations and Members.
- External partners where appropriate and approved, to advance grassroots development objectives.

4. Composition

- 4.1 The Committee shall be composed of a Chair and a balanced number of members as determined by the World Lacrosse Board.
- 4.2 Members shall collectively reflect geographic diversity, gender balance, and expertise in grassroots sport development.
- 4.3 Appointments shall be made in accordance with World Lacrosse governance policies.
- 4.4 Members must be “in good standing” with their affiliated NGB and will submit a letter of no objection signed by the President/CEO of the NGB prior to being appointed to position. Electronic correspondence shall suffice as evidence of no objection.
- 4.5 The President of World Lacrosse is an ex-officio of all Committees and may attend meetings of the Development Committee at his/her leisure.

5. Skills, Qualities, and Competencies

- 5.1 A detailed position description outlining the profile and competencies of the Chair of the Committee will be used in the nominations and selection process.
- 5.2 Members of the Committee will need to have the skills, qualities and competencies outlined in Appendix 1. In forming the Committee or Subcommittees, the Chair will seek to balance a range of skills, qualities, and competencies, as well as gender and geographic diversity. Appendix 1 will be reviewed annually by the Committee Chair and may change.

6. Operating and Reporting Procedures

- 6.1 The Committee will follow the WL General Procedures applicable to all Committees, which is available in the WL Governance Handbook.

7. Meetings

- 7.1 The Committee must keep records of its meetings. These may be detailed minutes or summary reports with actions and names of people to act identified, as stated in each TOR. All documents for WL committees should be retained on the WL shared drives for purposes of committee continuity and appropriate record keeping across WL. The WL Office will assist in setting such files up.
- 7.2 The Chair of the Committee is responsible for ensuring meetings are called and that an agenda and any relevant papers are circulated one week prior to the meeting and for ensuring that minutes/records are kept and identifying who should take these.
- 7.3 The Development Committee Chair will prepare an annual summary statement of activity by 31st December, using the template provided by the WL Chief of Staff. This should be sent to

the WL F&G Director and WL Chief of Staff who will combine the information into an annual activity report for the Board of all its committees.

7.4 Once approved by the relevant Committee, all minutes/records are to be sent to:

- The Committee members.
- Any other person specifically identified in the individual TOR for the committee.

7.5 It is expected that most of the meetings will take place virtually in video or audio calls unless in person meetings are specifically agreed as necessary by the WL Board when TOR are determined.

7.6 A quorum of a minimum of 50% of the Committee shall be required for all meetings. In the absence of the Chair, they will appoint a deputy, or the members present will appoint a Chair for that meeting, who will liaise with the Committee Chair.

- A quorum of eligible voting members is required to conduct voting, when required in committee decision making.
- WL Staff do not enjoy voting privileges.
- The Chair will hold their vote until all other ballots are recorded and shall only cast a vote in the event a tied outcome needs to be settled.
- All resolutions require a simple majority (50% +1 vote) to be accepted.

8. Delegated Authority

8.1 The Committee, following notification to the President, may seek external professional advice as it deems necessary to discharge its responsibilities.

8.2 The Committee has no delegated authority for decisions or expenditures other than where specifically authorized by the Board.

Appendix 1 – Skills Qualities and Competencies for Members of the Development Committee

In addition to the descriptors noted above, the membership of the Development Committee will seek to gain a balance of the following amongst its members in the following areas:

Strategic Development

- Experience aligning national, continental, and global development priorities

Governance Awareness

- Knowledge of international sport governance structures
- Familiarity with federation bylaws, development policies, and member obligations
- Ability to ensure development initiatives comply with ethical, safeguarding, and governance standards

Lacrosse Knowledge

- Strong understanding of field lacrosse, box lacrosse, Sixes, and grassroots formats
- Awareness of variations in equipment access, facilities, and cultural adaptations
- Experience in coaching or program administration (at grassroots or national level)

Coach Development

- Knowledge of coach education pathways and certification models
- Ability to integrate education with participation growth

Youth and Community Sport

- Experience working in school-based, community-based, and introductory sport programs
- Understanding of child-centered coaching and safe sport principles

Global and Cultural Competence

- Experience working across multiple regions, cultures, and development stages
- Sensitivity to diverse economic, cultural, and political contexts
- Ability to adapt development models for emerging and non-traditional lacrosse nations

Personal Attributes

- Passion for growing lacrosse globally
- Strategic thinker with practical, hands-on experience
- Respectful, diplomatic, and culturally aware
- Reliable, prepared, and able to meet committee obligations
- Willing to act as an ambassador for lacrosse development

Members of the Development Committee should aim to uphold the values of World Lacrosse and to encourage these to be upheld across the community.

- Teamwork
- Passion
- Respect
- Integrity
- Friendship
- Inclusiveness

Approved by the World Lacrosse Board: [Date]