



ENGLISH LACROSSE ASSOCIATION Ltd.

Minutes of the English Lacrosse Association Annual General Meeting held on Tuesday 11th October 2022, through TEAMS.

Present: Hannah Bowe (HB) ELA Chair, Mark Coups (MC) ELA CEO, Jane McCarthy (ELA Board), Will Evans (Board), Natasha Dangerfield (President and ELA Board), Jill Giddins (ELA Board), Tim Hunt (ELA Board), Nikki De Kretser (ELA Board), Gavin Devine (ELA Board), Mark Jefferys (ELA Board) Victoria Westwood (SWWLA and Bath LC), Rob Clark (SEWLA), Heidi Marvin (SWWLA and Marlborough School), Renata Melo (University of Essex), Ross Irving (Border City), Hasna Virk (University of Warwick), David Marsden (NWLA), Debora Owen (Hawks LC), Lexi Reynard (University of Oxford), Rob Collinge (Centurions LC), Rob Gooch (SEMLA), Jessica Basch (St. Paul's School), Neil Edgar (NE) Ex-Officio, Paul Coups (Ex-Officio), Abi Merrill (Ex-Officio), Hannah Royer (Ex-Officio), Ryan Griffiths (Ex- Officio), and Caroline Royle (Ex-Officio).

Section 1 Business matters

1. Apologies for Absence

John Neal (JN), Newcastle LC

2. Chairs Opening Remarks

The Chair opened the meeting at 18.01 pm, thanking all for their attendance. HB congratulated all for the positive "Return to Play", the return to international competition and the launch of the Fly over the last 12 months. HB highlighted the change of the AGM from a weekend to mid-week and continued use of the TEAMS has proved a positive step, as demonstrated by the representation of the membership present.

HB highlighted the HB congratulated the Women's and Men's Box National teams for their Bronze (at World Cup) and Gold (at European Box) respectively, and outlining how well the Men's U21 played at in Ireland at the delayed Junior World Championships.

HB commended the commitment and effort of all involved to get the sport back up and running, adding that we should all be proud as an organisation.

HB thanked the board for their work, commitment and the belief they have in building the sport, highlighting the confidence she has in the range of experience and knowledge they have to take lacrosse forward. HB would like particular thanks to John Neal, who is stepping down from his position on the Board (and having previously held the position of Chair) after 6 years. John led ELA through the Women's World Cup 2017 and changes to the composition of the Board, alongside supporting HB in the role as Chair and who has had significant input into many other interventions with his knowledge.

HB outlined that this would be her last AGM as Chair and that EL has an exciting pathway over the coming years which it is leading on.

It was noted that voting had been done prior to the meeting using a secure electronic voting process and that the formal process of the AGM would be recorded.

3. Minutes of the Last Meeting

Proposed Hannah Bowe, seconded Mark Coups.

The Minutes of the AGM 10th October 2021 were approved unanimously as a true record (18 for 2 abstentions).

4. Matters Arising

There were no matters arising.

5. Proposed Amendments to the Articles and Bye Laws

The amendments to ELA Ltd. Articles, proposed Susan Gordon, seconded Hannah Bowe

The amendments were approved unanimously (19 for 1 abstention).

HB added her thanks to the voting membership to support the Bye Law amendments which underpin EL's journey to meeting the UK Anti-Doping Assurance framework and our Clean Sport message.

6. ELA Audited Accounts 2021-22 and Letter of Representation 2021-22

The Audited Accounts of ELA Ltd. and Letter of Representation 2020-21 was proposed by Jane McCarthy and seconded by Michael Estill.

The Audited Accounts of ELA Ltd. and Letter of Representation 2021-22 were approved by the AGM (20 for, 0 against).

HB invited NE to provide the AGM with a summary of EL financial activity for 2021-22 period. NE reviewed the accounts, and the commentary will be available as an addendum to these minutes. NE thanked all the staff, volunteers and FARC for their time and highlighted the need for continued tight fiscal controls in the coming period. NE also highlighted that membership levies, would need to be adjusted upward by 5% for 2022-23.

7. Appointment of Auditors

HB invited NE to review the appointment of Auditors. NE reviewed the process for appointment of auditors, outlining that 4 companies had been approached to outline the service, any added value and cost. The Finance Audit and Risk Committee of ELA Ltd. (FARC) has subsequently reviewed the information and proposed that Beever and Struthers be retained as the ELA Ltd. Auditor. DM as Chair of FARC confirmed the process and the support of the decision.

It was agreed that ELA Ltd. will retain Beever and Struthers as auditors for ELA Ltd. for 1st April 2022 to 31st March 2023.

8. Appointment of Directors

HB reviewed the transition of the ELA Board highlighted at the 2021 AGM (Chrissie Owen and Hamish McInnes completing terms) reiterating John Neal completing his 6 years as an Independent Director. HB welcomed the recruitment of 3 Independent Directors Jill Giddins, Tim Hunt and Mark Jeffreys being appointed to the ELA Board Ltd., outlining their expertise in legal, sports marketing and performance will add to the current skill base at Board level.

9. ELA Annual Report 2021-22

The Annual report was proposed by Will Evans and seconded by Jane McCarthy.

The AGM approved the ELA Annual Report 2021-22 (20 for and 0 against).

HB invited MC to make any additional statements to the annual report.

MC highlighted the continued support of Sport England and the positive nature of the partnership with them. MC also thanked the work of the Regional Associations and the Board sub-committees for their time and commitment to ensuring lacrosse returned to playing.

MC reviewed the uncertainty that was still evident at this point last year, yet a full return to play did happen alongside new initiatives such as The Fly as focus for high level 6's lacrosse. MC reiterated the success of the National Teams this summer, congratulating the medal winning teams and commending the U21 Men for their standard and having remained focused since 2020 for their world event.

The AGM was formally concluded at 18.43 pm.

There followed a question-and-answer session from the floor to the Chair and CEO. There had been 3 questions presented ahead of the meeting.

1. University of Essex asked if there's any funding possibility either with equipment or money?

It was outlined that each establishment and environment may well need different support at different times in the year. It was suggested that the university contacts EL direct to discuss the support required.

2. Phoenix Lacrosse Club tabled that the coaching qualification seems to take a long time, given coaches availability is important for club development, how can it be better managed (fixed timeframe courses? to qualify / set assessment days rather than ad hoc arrangements?)

It was highlighted that EL is looking to provide flexible options for completion of qualifications and has done set assessment days previously. EL is looking at the use of video assessment to support a more learner friendly programme and will also look to use set assessment days where applicable.

3. SEWLA tabled, in light of the Whyte Report into abusive behaviours within British Gymnastics, and the adoption of its recommendations by the EL board (September 6th), could you please explain to the SWLA community the reasoning for the naming of the Nicky Budd Award (awarded to a school that displays the values of excellence, accountability, respect, integrity, and teamwork).

England Lacrosse, along with all other sports at the request of Sport England and UK Sport, is currently working on the implications of the Whyte Report for the sport of Lacrosse. This assessment is being undertaken by staff, board, regions and relevant national committees. England Lacrosse board has not accepted the recommendations of the Whyte report, as these were for British Gymnastics, but is using the report to reflect on current practice, gain insight into welfare issues and in the future improve our safeguarding.

The Budd family, in recognition of Nicola Budd's long-standing work and association with the sport requested that an award be designated in her memory, noting the fact that she is in a permanent coma. This was discussed by key volunteers including the President and it was agreed that an appropriate award be created. The criteria for the award were agreed with the family as being "for schools who demonstrated England Lacrosse values".

4. St. Paul's asked about the increases to National Schools Championship registration and with the cost-of-living challenges whether EL would be looking to adjust the registration charge with budgets being squeezed?

It was outlined that the National Schools tournament does not currently break even and that the costs levied to schools does not include any payment of EL staff time. It was highlighted that EL does review registrations against other sports and the offer provided for the schools at the event. The National Schools Championship has ensured that members of the school community regularly review registration charges and their input is taken into consideration when the annual charge is agreed. EL understands that all fees need to be regularly reviewed especially considering the cost-of-living challenges going forward and we will ensure that this happens. The National Schools information will be circulated in the coming two weeks.

The meeting was concluded at 19.13 pm with thanks to the Chair.

English Lacrosse Association
AGM 11th October 2022
Annual Accounts Commentary

Opening remarks

The biggest achievement during the year, which had no effect on the financial results from 2021-22, was our success in being awarded another Sport England Partner Grant covering the next 5 years. This gives the organisation financial stability and a solid base to build on going forward.

The country was not affected by the lockdowns of the previous year and the sport of lacrosse showed incredible robustness in bouncing back at levels similar to previous years. However, we do understand the current pressures both from the pandemic and the rise in the cost of living and these factors require constant review in organisational and financial terms.

I want to sincerely thank the members of FARC, once again, for the same rigorous check and challenge as previous years. They have ensured that we have managed our finances well for the year as this report will demonstrate.

The annual Audit was positive and I can report to the members that we are a going concern and that the management letter, which you have all seen, details that there were no significant audit concerns.

As mentioned above the core grant award from Sport England has been very important in maintaining a strong financial position for the future and they remain a major partner.

As highlighted last year 2021-22 was viewed as a COVID recovery year. We are really pleased with the way the sport has bounced back post-COVID. We do recognise that the after-effects of the pandemic is still on going and we now face another enormous challenge in the cost of living crisis. Therefore we remain on a vigilant and responsive footing to ensure this latest challenge is met head on.

I would now like to detail some of the key financial points contained in the 2021/22 accounts. COVID has had some effect in certain aspects of the organisation but nowhere near as much as the previous year.

Turnover

Total income, as expected, was higher than the previous year at £1.67m (2022) compared to £1.52m. The key points to note about the turnover were:

Sport England Grant – we received a core grant of £674k which is the same as the previous year.

Participation – income was marginally down from £297k last year compared to £267k this year. Triple Arrow Camps contributed £136k income from the programme over Easter and the Summer. Our Events programme was able to be resurrected post-COVID and realised £108k income.

Performance – income was higher than the previous year at £462k compared to £288k last year. Obviously the effects of COVID were far less last year compared to 2020-21. Our Academy programme was back to full strength, however, the Senior sides were still impacted by COVID. Even though restrictions were less than the prior there was still a lack of opportunity for our senior sides to tour. This had an effect on the frequency of training required through the year.

Membership Fees

This year we received £36k for affiliation fees, remaining flat on the previous year.

Individual Registration

This year IR contributed £133k in income for the year, an increase of £26k, which considering the previous affects of COVID was a welcome return to almost pre-COVID levels.

Other Core Income

We recharged England Squash for a shared service for our Finance Director. This achieved £34.5k revenue. A sponsorship in connection with a company specialising in aiding athletes in attaining scholarships with US universities yielded £9k. Also, we received a dividend of £16k from Lacrosse 2017 Ltd as we wound down this company. This was generated from the surplus made operating the 2017 Women's World Cup.

Cost of Sales

Cost of Sales in total have increased in-line with the increase in activity compared to last year at £782k vs. £429k. The reasons for this are events took place this year costing £178k and the Academy programme was back to its full offering without many restrictions. This cost was £187k compared to £133k last year.

Overheads

In total, overheads have slightly decreased from £946k to £896k and this is due to the following factors;

Staff salaries and NI decreased by £8k from the previous year, £603k v £611k. This was a result of some slight changes to staffing through the year. Members should note the England Squash recharge mentioned previously.

Staff expenses have increased by £13k from last year. This was due to restrictions being eased and staff supporting the increase in the opportunity for activity to take place.

Rent and IT costs have both increased by £3k from the previous year back to pre-COVID levels.

Insurance costs were £6k lower than the previous year. This was a result of a rebate received to compensate for the cessation of activities during the pandemic.

Advertising and marketing has increased by £53k from the previous year. Obviously, activity was back so we were able to market and promote this. The branding and promotion for the Fly received special attention.

Legal costs were £145k lower than the previous year. This decrease was expected as the issue driving costs from last year was brought to a conclusion.

Irrecoverable VAT is £3k higher than the previous year.

The Provision for Doubtful Debts was increased by £19k this year which FARC agreed to mitigate risk of individuals and organisations defaulting on payments. This will be an area for special attention next year.

An increase in spend of Fixed Assets drove an increase of £7k in the associated depreciation in comparison to the previous year.

Balance Sheet

The main differences to the balance sheet from last year were that the increase in activity meant that some of the balances held in the balance sheet naturally increased to levels seen prior to COVID. None of the balances stood out as being abnormally high or low.

Summary

In summary, another small surplus was made by the organisation. This was set against a large deficit budget but as the game recovered and people came back to the sport in really strong numbers we were able to support investment in new areas whilst keeping a watch over the general game to ensure we supported its recovery.

The Balance Sheet remains positive as another annual surplus was achieved and this continues the process of improving the balance sheet year on year.

EL is in a satisfactory financial position to be a going concern and this is detailed in the management letter accompanying the accounts.

A workforce of 17 staff, still working predominantly from home, in conjunction with our key volunteers have achieved all the above. We are very grateful for all their efforts and unstinting enthusiasm for our sport.

Once again, we are unsure of the effect COVID will have going forward and now we have the effects of the ongoing cost of living crisis to take into account. Rest assured we are alert and monitoring the ongoing situation to assess what assistance we as an NGB can give.

It is proposed to introduce a 5% increase to Membership and Affiliation for next season, as agreed by Board. The board wants members to note that it reserves the right to reconsider this increase during the next 9 months in recognition of the major issues detailed in this report.

Statement on the Appointment of Auditors

As agreed at last year's AGM 4 companies were engaged with to provide quotes for our annual audit.

FARC has assessed the information and costings provided by each of them and confirms that we will retain Beaver and Struthers as our auditors for the next 3 years.

This appointment is based on costs compared to the other submissions, knowledge of our business and organisation and the consistently high level of information which they provide as auditors.