

NEDERLAND LACROSSE GENERAL ASSEMBLY

13 JUNE 2024

Voting summary

Vote	Result
Confirmation of the minutes of the general assembly (ALV) of 20 May 2023	Approved
Confirmation of the minutes of the general assembly (ALV) of 30 September 2023	Approved
Confirmation of the minutes of the general assembly (ALV) of 12 February 2024	Approved
Approval of the Annual Report 2023	Approved
Approval of the Annual Financial Report 2023	Approved
Reappointment of Tom Thayer in the role of president of the NLB	Approved
Reappointment of Friede Berendsen as an NLB board member	Approved
Reappointment of Helga Lasschuijt as an NLB board member	Approved
Reappointment of Lyle Worthington as an NLB board member	Approved
Appointment of Jorik van Baal as an NLB board member.	Approved
Appointment of Bart Vlemmix as a member of the financial committee.	Approved
Reappointment of Joep van der Rijt as a member of the financial committee.	Approved
Reappointment of Inge Gerrits as a member of the financial committee.	Approved
Adjustment of game time to 4x15 minutes with stop-clock rule for men's field lacrosse	Rejected



Roll call

Club	Number of votes	Votes represented
Amersfoort Alligators	0	
Amsterdam Lions	21	21
Delft Lacrosse	11	11
Den Haag Lacrosse	11	11
Domstad Devils	16	16
Keizerstad Kannibals	16	16
LLV Leicrosse	11	
Lacrosse Groningen	11	11
Lokust Lacrosse	0	
Maastricht Llamas	6	6
MH&LC Tempo Ogers	6	6
Phoenix Lacrosse Enschede	11	11
Rotterdam Jaguars	16	16
Wageningen Warriors	11	11
Were Di Lacrosse	6	6
Total	153	136

According to the articles of association of the NLB, clubs are assigned votes based on the number of members they represent. The number of members for each club was recorded on the day of the ALV and the associated number of votes was assigned accordingly.

Each club bard was asked to delegate a representative to cast the votes on their behalf. The representative may be any member of the NLB. All registered representatives attended the general assembly. The voting threshold was met. The representatives received a digital voting link after their identity was verified. All representatives present at the general assembly cast their vote.



Minutes

1. Agenda

The (re-)appointment of the members of the financial committee members is added to agenda as point 5.

2. Confirmation of minutes

The board apologizes for the backlog in the minutes of previous general assemblies and hopes the members will approve of the three sets of minutes that are put forth for confirmation in order to catch up

Vote

Confirmation of the minutes of the general assembly (ALV) of 20 May 2023

Approved
unanimous

Vote

Confirmation of the minutes of the general assembly (ALV) of 30 September 2023

Approved
unanimous

Vote

Confirmation of the minutes of the general assembly (ALV) of 12 February 2024

Approved
unanimous



3. Annual report 2023

2023 in a nutshell

- Decline in memberships, teams and volunteers
- High demand on clubs and their volunteers to keep on fulfilling all responsibilities
- 14th place at the Men's Field lacrosse World Championship
- Positive energy towards growth and development of the sport.
- Inclusion of lacrosse in the program of the 2028 Olympic Games.
- High demand on our organisation to follow through on professionalisation (NOC*NSF)
- Successful grant request to make further professionalisation possible.



Highlights long-term strategic plan

- **Professionalise lacrosse clubs and the NLB**
Optimise direct engagement with members
Outsource general tasks where possible
Implement a more transparent financial model
- **Form partnerships**
Strengthen interchange between NLB and clubs
Seek partnership with other sports, sports organisations and schools
- **Grow the game**
Dual approach: recruitment among students and expansion into youth
The Olympic dream as a tool for growth
- **Improve the level of play**
Professionalise topsports on the road to the Olympics



The board presents the main events and accomplishments of 2023. One of those accomplishments was the development of a long-term strategic plan together with the clubs. The main points that are part of this strategic plan are shared.

- Compliments to the developments at the top sport level. Especially the outreach by the men's field U20 team is appreciated.
- Call to all clubs to consider how they present themselves and how they can professionalize in that. With support from the NLB, Amsterdam was able to establish a partnership with Pioneer. They would encourage every club to look into the opportunities with Pioneer. It leads to a lot of free marketing with the club logo being on show around town as well as gives credibility to the club.

Pioneer supplies merchandise as well as team uniforms. If clubs are interested in a partnership with Pioneer, reach out to Nate for help with contact and coordination.

- Is recruiting students something the NLB is putting actions towards or is this still responsibility of the clubs?

In the end recruitment is and will be a responsibility of the clubs. But the board is looking for ways to provide more support from a national level.

Vote

Approval of the Annual Report 2023

Approved
unanimous



Finances 2023

- Income lower due to decreasing membership income
- Introduction of earmarked reserves



Not everyone was able to open the letter of the financial committee that was sent. The treasurer briefly presents the most important points that are made by the financial committee in their letter.

The change of book year poses new challenges, as our organization is organized in seasons. To keep the financial structure as clear as possible, the NLB will count income received in the calendar year to that year, rather than spread this over the current and next year. This does create a bit of a risk, since it makes income from membership harder to predict. Most of this revenue is generated in September.

The treasurer role has become more and more labor intensive. There is a need to streamline processes and standardize workflows to reduce the workload on the treasurer. BondCenter is a huge help in this process as they have knowledge of best practices with other federations. The financial committee is supportive of the investment in BondCenter services.

It would be desirable to have an invoicing model that links to LeagueMaster. There is currently a large backlog in membership payments from clubs to the NLB. To make this process run more smoothly it is important that clubs are very diligent in checking the administration and registration of members in league master.

- Is payment through LeagueMaster a service that is provided? This is a very complex integration. If it is not already part of the application, we shouldn't bank on this integration happening shortly.

The board is in talks with LeagueMaster about potentially developing this. Depending on the complexity and associated costs, the board will consider applying for a new grant from World Lacrosse. The initial development of League Master was also covered through a World Lacrosse grant.

Starting in 2024 top sport programs will also fall under the NLB, which will again increase the work load for the treasurer. The financial committee will start to take on a more active role in support of the treasurer. Differently from other income, the income of the top sport programs will be reserved and counted towards the year that the championship occurs.

The conclusion of the financial committee is that the NLB is financially healthy. The financial committee is convinced that the financial report is accurate and an accurate representation of the financial activities in 2023.



Other than the above the financial report shows that we started working with earmarked reserves or special projects. These are projects for which we have received grants that get withdrawn from over multiple years

The financial report also shows a high number of debtors at end of year. It is important that we reduce this. The main cause of the number of debtors is delays with invoicing due to memberships registration issues. We still haven't settled all of these.

“Overlopende active” in the report are contributions received for the national teams that are counted towards the following year.

The “tussenrekening” has money on it due to the lag between making a payment batch and actual payment

Revenue of contributions is much lower

- where can we find the income generated from officiating courses?

These are under “baten officials cursussen”

- The budget included € 16.000 for TNL, but that was never transferred. It is surprising that it was cut

That is correct. The reason is on the one hand that there were many different teams that year which made us worry about the money being diluted too much to make an impact if there was no clear policy for the investment. At the same time we were making plans to bring top sports back to the NLB and for TNL to dissolve. It didn't make sense to transfer this money back and forth. TNL also shared that the teams already had large reserves. WDNT € 25.000, MDNT € 10.000, BOX € 15.000. The board is still working with TNL to receive a last balance with the exact amounts.

- Can you call those large reserves? The top sport teams each have a bigger revenue and less reserve than the rest of the NLB

This summer the board hopes to have a technical director, which depends on today's voting, to then work with the teams on a clear strategy for the spending on top sport. We will invest in top sport but it has to be a well-considered.

- We agree that streamlining is necessary, and it is a huge step of professionalization that we now fall under the NLB. But it is a big sum to not invest. The top sport programs were never asked to provide a policy.

We recognize that this can be considered disappointing. As a board we want to focus on transparency moving forward

- Is there a strategy to allocate these funds for the future?

This is what we want to develop this summer, hopefully with the technical director coming on board.



- When is that conversation going to start. We have 3 big tournaments going on this summer. It would be helpful to know what help we will get from the NLB?

As soon as possible. But we cannot promise a decision before the tournament.

- What is the information you need from the national teams?

This is why the board is hoping to add a technical director to the board. To sort these sorts of things. We don't have the answer right now. We want to unify and have oversight and understanding. The goal is to figure out how we can stretch the money to have as much impact as possible

Vote

Approval of the Annual Financial Report 2023

Approved
unanimous

4. Board appointments

According to our articles of association the board may present candidates for appointment and reappointment to the NLB board. The president is voted on in his position. All other board members are appointed as general board members. The board then assigns roles among themselves.

The board proposes to reappoint Tom Thayer in his position as president of the NLB board. Tom shares that he wants to keep going. The NLB is facing a lot of challenges: administration, members, top sport incorporation. He doesn't want to leave something in a worse state. He wants to step away when there is a positive trajectory. He really enjoys it and appreciates it. Not speaking Dutch is sometimes a limiting factor, but he hopes the clubs can still stand by him

The board proposes to reappoint Friede Berendsen, Helga Lasschuijt and Lyle Worthington as board members of the NLB.

The board proposes to appoint Jorik van Baal as a board member of the NLB. He will fulfil the role of technical director on behalf of the NLB. That means that he will primarily focus on the development and management of the top sport programs of the NLB.

Jorik had been the coordinator of breedtesport for the last years. He is eager to join the board and take on this new challenge.

- Jorik oversaw breedtesport up to now. Who will do that from now on?

Channa Jonkers is currently the division manager for the second and third division women's and wants to step into that spot. She already has a few seasons of experience in the breedtesport committee, so we believe that is a good fit.



Vote

To reappoint Tom Thayer in the role of president of the NLB

Approved
unanimous

Vote

To reappoint Friede Berendsen as an NLB board member

Approved
unanimous

Vote

To reappoint Helga Lasschuijt as an NLB board member

Approved
unanimous

Vote

To reappoint Lyle Worthington as an NLB board member

Approved
unanimous

Vote

To appoint Jorik van Baal as an NLB board member.

Approved
unanimous

5. Kascommissie

The board proposes to appoint Bart Vlemmix as a member of the financial committee. The board also proposes to reappoint Inge Gerrits and Joep van der Rijt as members of the financial committee. Both Inge and Joep have been part of the financial committee for longer than are article prescribe. This is something we would eventually like to change. For now, the board asks the general assembly to allow for a longer term and still reappoint these members. This is partly because it is hard to find new volunteers for this every few years. Most importantly the members of the financial committee, especially due to their long-time involvement have provided continuity in a period with a lot of change over in the treasurer role, which makes their knowledge extremely valuable.



Vote

To appoint Bart Vlemmix as a member of the financial committee.

Approved

125 yes, 11 withhold

Vote

To reappoint Joep van der Rijt as a member of the financial committee.

Approved

130 yes, 6 withhold

Vote

To appoint Inge Gerrits as a member of the financial committee.

Approved

115 yes, 21 withhold

6. Update 2024

Professionalisation – volunteer fees

The rules

- A volunteer is allowed to receive 2,100 euro per year / 210 euro per month / 5,50 euro per hour
- Reimbursements (i.e. travel costs) are part of the volunteer allowance

The consequences

- When the club / federation pays out a higher allowance, it is to be considered a wage and income taxes should be deducted before pay
- When the volunteer receives a higher total allowance, that volunteer is to declare the entire volunteer allowance as income

Action:

- NLB board is checking all fees against these rules, policy may have to be adjusted
- Recommended to evaluate fees at the club level. Reach out to penningmeester@lacrosse.nl with any questions.



Professionalisation – code of conduct

Everyone should feel included, safe, and respected.
A safe environment for players and referees is critical for the growth of the game.

- Increase in formal and informal complaints
- High burden on board members to follow up thoroughly
- Frustrations about (in)consistency of application of rules and regulations

Proposal: Update of Code of conduct and reinforcement structure (call for participants)

Who: committee with interested members and/or club representatives
What: Update Code of Conduct, propose supporting organisational structure.



The board wants to share several projects and topics that they are currently working on or that they would like to start working on.

The first topic is volunteer allowances.

The Belastingdienst is cracking down on sports organizations. NOC*NSF has been sharing a lot of knowledge on the tax regulations we have to adhere to. The most important thing we believe clubs need to be aware of is the regulations regarding volunteer allowances. A volunteer fee may be maximum € 5,50 per hour, to a maximum of € 210 per month, to a maximum of € 2100 per year. This allowance includes any expenses like travel costs. If a club or the federation pays out an allowance that exceeds these amounts, they are to be considered a wage and income taxes should be deducted before payment.



The NLB is checking all volunteer allowances against these rules and will determine if any policies need to be adjusted. The board encourages the clubs to do the same. If clubs have any questions regarding this topic they can reach out to Helga.

Another thing the board is looking into is an update of our code of conduct. Recently the board has been getting formal and informal signals of misconduct and even aggressiveness, between players and toward officials. At the same time the board is realizing that they are not equipped to deal with such signs in a swift and consistent manner, as any complaint now have to be dealt with by board members on top of the rest of their workload.

The board wants to make sure the increase in formal and informal complaint, and therefore the suspected increase in misconduct, does not take hold within the culture of the sport. For that it is necessary to update the code of conduct and to consider what structure is needed to make sure any complaints are handled appropriately. The board is asking the club boards if they or members of their clubs may be willing to work on this.

- Earlier in this meeting there was a discussion on the lack of volunteers. How is asking for volunteers the solution to this problem?

Though the board is aware of the lack of volunteers, they still want to provide an opportunity to the members to think along in this process, rather than present a finalized product at a next general assembly. Volunteers from the membership are much appreciated but not a must.

- The increase of complaints is a surprise and not something that is recognized. But didn't we have a complaints committee in the past?

We did have a structure to deal with complaints like these. However, it no longer exists.

- Wasn't there an external person?

You are talking of the vertrouwenscontactpersoon. This is someone you can reach out to for complaints about things like sexual intimidation or aggression. The vertrouwenscontactpersoon is not involved for infractions of i.e. our competitions regulation.



Grow the game - membership

- Membership slightly higher this year, but still way below 2021
 - This affects the NLB budget
- Participation on Club boards/committees increasingly difficult
 - Also at NLB level

	2020	2021	2022	2023	2024
Members	871	897	676	656	645

Proposal: NL-wide approach (call for club contacts)

This summer:

- Centralised support for Recruiting, Marketing and Outreach

Next season:

- grow awareness through national events
- Focus on player retention (Good practices and good competition)
- Work together to create (new) opportunities for youth

Grow the game - officiating

	2024
Members	645
Officials	221

- Problems with officials' recruitment and retention
 - Earlier discussions on cost of training have not yet been addresses
 - Major concern with how Refs are being treated / threatened
- Cost of officials is high in relation to overall budget
 - > 35% of total budget spent on officials (benchmark 7-10%)
 - > 60% of finals weekend budget to bring international refs to NL
 - NLB covers part of expenses for officials going to international tournaments

Proposal: NLB think tank (call for participants)

Who: committee with officials and club representatives

What: Develop several scenarios for further development of officiating in the Netherlands, to be discussed with the ALV this fall

As mentioned earlier in the meeting, the board is looking for ways to support club recruitment centrally. They are talking to someone who is willing to take up that role over summer. Please share a contact person of your club for recruitment, so that when we have everything in place this person can reach out to them.

- Is this a paid position?

It will be a volunteer position that also includes several other tasks for which we will provide an allowance.

- Clubs would be helped with a good new video presenting lacrosse to potential members. Is this something that the NLB could work on.

Great idea. That is definitely something to look into. And please keep sharing these sorts of suggestions, we want to explore this sort of idea.

Then lastly the board wants to look into the further development of officiating in the Netherlands and what that should look like. The level of officiating has risen and is really something to be proud of. But we think there is a need to evaluate. Earlier concerns by clubs regarding the costs of training have not yet been addressed. Stories of officials being treated badly and even threatened are concerning. And at the same time the cost of officials is high in relation to our overall budget and needs to be looked at. The board is calling for volunteers to help us develop several scenarios regarding the development of officiating.

- what is the benchmark based on?

We did a benchmark a little while back comparing the budgets of the NLB with those of several other federations for team sports in the Netherlands, both big and small. This included the federations for hockey, basketball and a few more.

- It is important to note that in lacrosse there are more officials on the field.

The benchmark is just on the slide to provide context, not a goal. The board just feels there needs to be a good overall consideration of how we approach officiating and the future development of officiating in the Netherlands. We will do what is best for the sport.



7. Game time adjustment

MH&LC Tempo Ogers has asked to include a vote for game time adjustment for the general assembly. The proposal is to change the game time for men's field lacrosse to four quarters of fifteen minutes with a stop clock, as opposed to the current four quarters of twenty minutes running clock.

- Ogers are proposing this change for multiple reasons: more uniformity with international rules, to increase the intensity of the games and to improve the scheduling of gamedays. The current gamedays last too long. Most importantly the shorter games will lead to more focused and intense play.
- There is something to say for a switch to four times fifteen minutes, especially with the trend to smaller teams since covid. Especially in the second division teams are struggling with numbers and players must conserve energy so that they still have gas in the tank towards the end of the game. But why are Ogers proposing to include the stop clock, rather than a full shift to the World Lacrosse rules.
- Oger proposed a full switch to international rules at a past general assembly. That proposal got voted out. The addition of the stop clock is an attempt to find middle ground.
- The fact that players are not fit enough is not something we should base this decision on.
- That is true. But also at the top sport level the 4x15 format leads to more intense games. Each second of the game is more important.
- Disagree that shortening the quarters will get people to go harder from the start, it just changes how you conserve energy. In the first division that was already only 5 teams, which means less games per season. Taking away another 20 minutes per game again decreases play time. The goal is to improve out level of play and for that play time is needed.
- Wageningen took the liberty to time the dead time during the finals game. That totaled to about 5 minutes per quarter. Stop clock will therefore not shorten the total game time and only make the overall duration of the game less predictable. It is also more work for the bench.
- Utrecht is not favorable to reduction of play time, especially for larger teams. Stop clock makes the game time unstable and might even slow down the game because the running clock stimulates to restart the game quickly.
- It is important to protect players health, especially with larger teams. Were di is working on a proposal to increase the number of games per season in the competition. This will allow for us to decrease time per game.
- There was an argument about stop clock being difficult for the bench. Once again, this shouldn't be something we should base this decision on. That just means we have to work on education for the bench.
- Utrecht would be favorable to more games per season. In that case they are open to decrease time per game.



- It is important to repeat that following through on this proposal with the stop clock does not actually make a difference in game time.
- The Ogers are doing this proposal because they want to increase the intensity of the games, they are not aiming for less lacrosse. The proposal would provide more true playing time.

Vote
Approval of the game time adjustment to 4x15 minutes with stop-clock rule for the men's field lacrosse discipline

Rejected
44 yes, 81 no, 11 withhold

8. Q&A

- Keizerstad Kannibalz is once again hosting the newcomer's tournament in September. Please spread the word. They would also like to invite the NLB to hold an in person ALV during the tournament. They can arrange for the necessary facilities.

Thank you for hosting the tournament and the invite.

- What are the plans for sixes in competition and tops port?

We are looking to develop a sixes program that is separate within the top sport domain, but players need to be able to also play other disciplines. Aiming to get a call for coaches out shortly, so we have staff sorted by end of summer.

There are no plans to incorporate sixes in the regular competition at this time. This was discussed at an ALV last year. The outcome was that sixes would remain event-driven for now. So that is how it is currently being rolled out.

An email went out a few weeks ago asking about team sign-ups for next season. Answers were received from about half the clubs. The deadline is tomorrow. Please reach out if you have question or need help. We are looking at transforming the competition to add more games and higher competitiveness, but we need information so please inform us.

- Utrecht asks to reconsider the competition rules regarding the four-game requirement for participation in the play-off games, especially for the lower divisions. Now there is no way to get an exemption, which meant that we had trouble getting enough players together for the weekend. But maybe if we could allow for emption requests in February already that may be a solution, as it is especially difficult to meet this criterium for players that join halfway the season.

Thanks for the suggestion. We are working on rewriting the competition rules and will definitely take this into account.

- In the past the coordinator breedtesport was very eager to hand out fines. There have been little rumors about fines recently. Are we doing better?



It sounds like you are referring to a specific incident. Let's take that conversation outside of this meeting. In general, it is our goal to keep people enthusiastic about playing and handing out fines is does not contribute to that.

To conclude with a big announcement:

The king and queen are currently traveling through New York. We had an opportunity for two of our coaches, Neal Powless and Arttu Sesselaar, to meet with them yesterday. They were able to have a conversation about lacrosse, the Olympic inclusion and the king even got gifted a lacrosse stick.

There are photos, but those are not available yet.

Additionally, there were opportunities to meet with governors and other officials. The king walked around with the lacrosse stick for the rest of the evening. It would really be great to push this for some media attention.

