WOMEN'S BOX LACROSSE GLOBAL NETWORK

CONSTITUTION AND BYLAWS

Women's Box Lacrosse Global Network – History and Vision

"Box lacrosse is the sport I fell in love with over 50 years ago and although I went on to play and coach field lacrosse for Canada, my first love was always box lacrosse. While the sport has seen sporadic growth over time, significant barriers have impeded the growth of the game for women. In the same period of time, the men's game has flourished, with ever increasing numbers of participants worldwide, robust leagues, professional opportunities, and a World Championships every four years since 2003.

A World Lacrosse (WL) survey went out to female lacrosse athletes globally in late 2020 and close to 1,800 respondents in 40 countries made it abundantly clear that they wanted more opportunities to play box lacrosse. Regardless of their location, they also indicated that the women's game was facing significant barriers that would need to be addressed in order for Women's Box Lacrosse to grow on a global scale. Respondents to the survey consistently reported that a lack of information about teams and leagues was limiting their ability to participate.

During my tenure as the Chair of the Women's Box Lacrosse Working Group (2020-2022), I introduced a specific strategy to accelerate the growth of the women box discipline in the Pathway Development Report submitted to World Lacrosse in 2021. I introduced the Women's Box Lacrosse "Ambassador Program" as a core strategy to help grow box lacrosse worldwide and to continue to elevate the profile of Women's Box Lacrosse by utilizing the social media platforms of a number of ambassadors, strategically located throughout the world.

My original vision was further developed in collaboration with my co-founder, Catherine Conaghty from Australia, a former national team player and coach. Since late 2022, we have expanded this vision and have created a Global Network of people who share a common goal to have box lacrosse played by women throughout the world and to be able to compete at the highest levels in the sport. To that end, the Women's Box Lacrosse Global Network was incorporated and registered as a non-profit organization in early 2023 and the following document sets out our Constitution, Bylaws, and Strategic Plan for the future."

Michelle Bowyer
Co-founder & Executive Director – WBLGN
Canadian Lacrosse Hall of Fame Inductee - 2020

Constitution

Mission Statement

Our mission is to elevate the profile of Women's Box Lacrosse around the world, contribute to grassroots growth globally, facilitate connections between all members of the global box lacrosse ecosystem, and advocate for greater opportunities for girls and women to participate in all aspects and in all levels of the sport.

Summary of Purpose and Objectives

The Women's Box Lacrosse Global Network (WBLGN) is an organization designed to expand and strengthen the global presence and profile of Women's Box Lacrosse. The WBLGN will operate under the same set of core values as specified by World Lacrosse - **Teamwork, Integrity, Passion, Friendship, Respect, and Inclusiveness.**

Our key objectives include the following: to connect with female lacrosse athletes around the world who want to play box lacrosse and play it at the highest level; recruit and support box lacrosse global ambassadors to assist in the growth and development of box lacrosse; work with World Lacrosse, NGBs, MAs and others to identify and address barriers impeding the growth and expansion of Women's Box Lacrosse; advocate for gender equity and greater inclusion in the sport of box lacrosse globally.

Primary Goal and Guiding Philosophy

The WBLGN strives to ensure that girls and women throughout the world have equitable access to the sport of box lacrosse. The scope of this statement includes an expectation of fair and equal treatment in the sport of box lacrosse for female players, coaches, referees, team officials and other women wishing to participate in the sport.

Colours, Nickname and Emblem

The organization's standard colours shall be Kelly Green, Black, and White, although other colour combinations will be used for WBLGN merchandise. The acronym for the Women's Box Lacrosse Global Network shall be 'WBLGN' with the following emblem:

Section 1: IDENTIFICATION

1.01 Name

The name of the group shall be the "Women's Box Lacrosse Global Network" hereinafter referred to as the Global Network.

1.02 Definition

The Global Network shall be a non-profit, non-share capital corporation.

1.03 Organization

The Global Network shall be composed of members as hereinafter set out and it shall be managed by a Board of Directors and sub-committees as outlined in this Constitution and Bylaws.

The Global Network shall be operated without the purpose of pecuniary gain to any of the Members and any surplus or accretions of the Global Network shall be used solely for the purposes of the Global Network and for the promotion of its objectives.

1.04 Contact Information

The Global Network shall always maintain a post office box in Canada. It shall serve as its main mailing address. In addition, the Network shall always maintain an electronic mail address.

1.05 Affiliation

The Women's Box Lacrosse Global Network will seek to affiliate with other groups or organizations who share our mission and vision.

Section 2: MEMBERS: TERMS OF MEMBERSHIP AND ELIGIBILITY

There shall be four (4) classes of membership in the Women's Box Lacrosse Global Network.

2.01 Classes of Members

The membership of the Global Network shall include Executive, Administrative Members, Lead Ambassadors and Ambassadors

2.02 Cessation of Membership

Any person ceases to be a member of the Global Network shall immediately return all property of the Global Network which they may have in their care including intellectual property and access to digital properties.

2.03

Trisura Guarantee Insurance Company
333 Bay Street, Suite 1600
Toronto, ON M5H 2R2
Toll-free: 1-866-856-9203
Email: claims@trisura.com

2.04 Eligibility and Terms

Members in good standing shall be those admitted to Membership and who have fulfilled any and all obligations as required.

Members whose obligations have not been met shall be suspended from Membership and not permitted to vote, make nominations, or hold office in the Global Network for the current year.

2.05 Member Resignation

Members may resign from the Global Network by submitting a resignation in writing addressed to the Executive who in turn will notify all the Board members. Property of the Global Network in their care must be returned immediately.

2.06 Member Suspension

The Board of Directors may suspend, cancel the affiliation of, or accept the resignation of any member at any time for what it deems as "just cause." Any such suspension will require a two-thirds (2/3) majority vote of the Board of Directors in attendance at the meeting where the action is proposed.

2.07 Legal Action Against ~~Association~~

Any member resorting to legal action against the Global Network without first exercising their right of appeal throughout the complete appeal procedure shall be deemed to have withdrawn from further membership for the current year. Property of the Global Network in their care must be returned immediately.

2.08 Members Right to Vote

TBD

Section 3: GOVERNING STRUCTURE

3.01 Board of Directors

The affairs of the Global Network shall be conducted by the Board of Directors comprised of:

Executive Director
Managing Director
Director of Finance
Director of Business Management & Governance
Director of Global Brand Management
Director of IT
Director of Administration & Communications

All Global Network decisions must be ratified by the Board of Directors prior to any action or amendment concerning such decision.

The Board will meet quarterly or as directed by the Executive Director for the transaction of at least the following business, to be set out in the agenda:

- Approval of the Minutes of the Previous Board of Directors Meeting
- Executive Director's Report
- Directors' Reports
- Old/New Business items

50% +1 of active Board members constitute a quorum at a Board meeting.

Every Board member shall have a vote in all decisions.

Where required, the Board may vote on motions using electronic mail. All such votes require a majority of Board members in order to pass.

3.02 Election of the Board of Directors

The Global Network's Board of Directors shall be elected at the Annual General Meeting (AGM) by an agreed ballot system and shall serve for two years.

The Past President or designate shall chair the elections at the Annual General Meeting.

To be elected to the Executive, a member must have been on the Board of Directors for at least one of the two preceding years.

To be elected to a Board position, a member must obtain a minimum of 50% plus one (1) of the votes cast and be at least eighteen years of age.

A member may only be elected to one (1) position on the Global Network's Board of Directors for the given year.

All Board of Director positions, except for the Executive Director, shall be elected at the Annual General Meeting in the following order:

Managing Director, Director of Business Management and Governance and Director of IT shall be elected on even numbered years. Remaining positions shall be elected on odd numbered years.

No nomination shall be accepted for the position of Director of Finance for a person who is not bondable.

3.03 Vacancies on the Board of Directors

The Board of Directors may appoint any Member in good standing to fill a vacancy until the next Annual General Meeting.

3.04 Suspensions, Resignations, Transfers, and Absenteeism

Should a Board member be suspended from the Board they cannot be elected, hold, or be appointed for a position with the Board nor hold a volunteer position for a period of two years. It is at the sole discretion of the present Board to reduce the period of suspension from volunteer activity (i.e., cause maybe illness).

The letter of registration from a director must be submitted to the Executive Director who will present it to the Board of Directors at their next scheduled Board Meeting.

A Board director who resigns from the Board cannot be elected, hold, or be appointed for a position with the Board for a period of two years nor hold a volunteer position for a period of two years. It is at the discretion of the present Board to reduce the period of suspension for volunteer activity (i.e., cause maybe illness).

3.05 Return of Property

Any Board Member who shall resign, be suspended or transferred shall immediately return to the Network all books and/or other property of the Network which they may have in their care including access to any and all digital property.

3.06 Terminations

A Director may be removed provided that notice, subject to a 2/3 majority vote of the current Board of Directors approving such a resolution.

3.07 Conflict of Interest

The WBLGN Conflict of Interest Policy extends to all members of the Board of Directors. All members of the Board of Directors must sign a declaration certifying they have read and will abide by the Conflict-of-Interest Policy.

3.10 Remuneration

Directors shall serve without remuneration and no Director shall directly or indirectly receive any remuneration, salary, or profit from the position of Director or for any service rendered to the Global Network. The Board of Directors may establish policies relating to the reimbursement of Directors for reasonable expenses incurred in the performance of their duties as Directors of the Global Network. Any reimbursement to a member of the Board of Directors for services rendered shall require advanced approval by the Board of Directors. Directors seeking reimbursement for expenses incurred in the performance of their duties as Members of the Board of Directors of the Global Network must provide all original receipts.

3.11 Professional Services

Recognizing that Women's Box Lacrosse Global Network operates on a not-for-profit basis and is managed by volunteer members, provisions must be available for the WBLGN to employ/contract personnel to fill critical administrative duties. The Board of Directors shall have the power to hire and terminate employee/contract personnel when required. Approval to hire or terminate must receive a 50% +1 vote of the members present at a Board of Directors meeting. On a day-to-day basis employee/contract personnel will be accountable to the Board of Directors

Section 4: MEETINGS

4.01 General Assembly

On all questions of procedure not dealt with by the Constitution, the latest edition of Robert's Rules of Order shall apply.

4.02 Annual General Meeting

The Global Network shall endeavour to conduct an Annual General Meeting prior to December 31 for the transaction of at least the following business, to be set out in the agenda of the Annual General Meeting:

- Approval of the Minutes of the Previous Meeting of the Membership
- Executive Director's Report
- Director's Reports
- Proposed Amendments to the Constitution and By-Laws of the Global Network
- Election of the Board of Directors

- Old Business
- New Business

Notice of the Annual General Meeting shall appear on the Global Network website and be emailed to all members of the Network at least two (2) weeks prior to the meeting.

The current Executive Director shall chair all aspects of the Annual General Meeting.

4.03 Attendance at Meetings

In addition to the WBLGN co-founders and Global Network Board, Administration members and Lead ambassadors may be invited as a guest from time to time but will not have voting privileges at any of these scheduled meetings, unless they are also acting in one of the above membership groups.

4.04 Voting Procedures

Proxies will not be permitted. Members must be present in person at Meetings and Annual General Meetings of the Membership to exercise their voting rights in relation to matters coming before the Special Meeting or an Annual General Meeting of the Membership.

4.05 Error or Omission

No error or omission in giving notice of any Annual General Meeting or Special Annual Meeting or Membership or any adjourned Meeting, whether Annual or General, shall invalidate such a meeting or make void any proceedings taken at such a Meeting and any Member may at any time waive notice of any such Meeting and may ratify, approve and confirm any or all actions or proceedings taken at any such Meeting.

Section 5: FINANCES

5.01 Banking

The funds of the Global Network shall be deposited on the day of receipt, or as soon as is feasible or practical, in a legal financial institution, in an official Global Network account for the best benefit of the Global Network in the name of the Global Network.

All Global Network deposits shall be made by the Director of Finance or their designated Board Member.

All transactions shall be signed by the Director of Finance plus one other person with signing authority on the Global Network account.

The Board of Directors, with 50% +1 majority of those present, must authorize the borrowing of money upon credit of the Global Network and may limit or increase the amount to be borrowed.

The Global Network has the power to accept donations, sponsorships, gifts, legacies, and bequests.

Banking transactions must be completed in one of the following manners:

- Direct deposit via bank teller,
- Cheque deposit via after hours bank ATM,
- Direct deposit via approved Association banking cards,
- Direct deposit via point-of-sale device,
- PayPal or other secure electronic payment platforms
- Withdrawal by authorized Global Network cheque or secure electronic money transfer

5.02 Financial Report

The current year financial statement of the Global Network shall be made available to each member present at the current year's Annual General Meeting.

All the financial records of the Global Network shall be audited in December of each year if directed by a majority vote of the membership at the current year Annual General Meeting.

Once the Financial Statement of the Global Network has been approved by Members of the Association at the Annual General Meeting it shall be signed by the Executive Director, Director of Finance and an auditor, if applicable.

5.03 Expenditures

All expenditures must comply with the Global Network's Expense and Purchasing policies. Purchase of supplies, equipment etc. is to be tendered with a minimum of 2 quotes.

5.04 Protection of Members

The Board members and their heirs shall at all times be completely indemnified out of the funds of the Global Network and all costs, charges and expenses which such Board member sustains or incurs as a result of any proceeding which is brought against them for an act or omission by them relating to the execution of the duties of their office and all costs, charges and expenses which such Board member sustains or incurs in relation to the affairs of the Global Network, except such costs, charges and expenses occasioned by their willful neglect or default.

5.05 Dissolution

The Global Network shall not be dissolved unless all liabilities have been discharged and a motion has been passed by the majority of votes recorded at a special meeting convened for the purpose of dissolving the Global Network. Upon dissolution, at the direction of the majority of said special meeting, surplus money shall be donated to a charitable organization which carries out its work solely in Canada.

Section 6: CONSTITUTION & BY-LAWS

6.01 Amendments to the Constitution

Amendments may be considered at any time during the year. Amendments put into practice must be voted on for ratification at the Annual General Meeting. Voting on any such amendment shall be done by a show of hands majority vote of members present will be necessary to pass any amendments.

Proposed Amendments to the Constitution must be submitted in writing two weeks prior to the Annual General Meeting.

6.02 Interpretation of the Constitution

In this Constitution of the Global Network, unless the context otherwise specified or requires,

- The singular shall include the plural and the plural shall include the singular.
- “Their” shall include both masculine, the feminine, and other.
- “Person” shall include individuals, bodies incorporated, partnerships, syndicates, trusts, unincorporated organizations and any number of aggregate of persons.

Section 7: OTHER REGULATIONS

7.01 Rules

The members of the Global Network shall at all times abide by the Constitution and the Code of Conduct developed by the Global Network.

7.02 Other Rules and Regulations

The Global Network will advocate for Rules and Regulations as may be deemed necessary to promote, develop and govern Women’s Box lacrosse in all areas globally.

7.03 Use of Network Emblem

The Global Network Emblem, or a derivative thereof, shall be used on Global Network letterhead, official documents, newsletters, notices and clothing as required by the Board. No unauthorized use of the Global Network Emblem is permitted.

Official Emblem

Section 8: STANDING COMMITTEES

8.01 Structure

Board of Directors

The Board of Directors shall be composed of Board Members elected at the Annual General Meetings, plus the Past President. The President shall be the de facto Chairman of the Board.

Disciplinary Committee

The Disciplinary Committee shall be responsible for hearing and deciding matters which pertain to the alleged violation of any of the operating rules and or policies of the Global Network; or which pertain to the conduct or action of any member or Global Network representative while acting in the capacity as such; or which pertains to the act, omission or conduct of any of the above persons which is alleged to be prejudicial to the Global Network or any member within the jurisdiction of the Global Network.

All persons involved will be given a reasonable opportunity to be heard.

The Disciplinary Committee is responsible for determining disciplinary measures and may include suspension and/or possible termination of membership.

Recommendations for termination of membership must be approved by 50% +1 of the Board members at the next Board meeting.

The Disciplinary Committee shall be chaired by the Global Network's Managing Director and be composed of at least 3 Board Members.

Appeals Committee

All appeals shall be heard by a committee of 3 Board members not involved in the decision being appealed. The Appeal Committee shall be chaired by the Executive Director

Section 9: GOVERNING STRUCTURE

9.01 Duties of the Board of Directors

Each member of the Board of Directors is responsible to the Board. The role and responsibility of each Director includes "Carry out duties as assigned by the Board of Directors."

Where a Board member's duties include reporting to the Board, the member should prepare a verbal report for general meetings and a written report for the Annual General Meeting to be submitted to the Executive Director or designate.

Minutes of each Board, committee, Annual General and Special meeting will be recorded by the person designated by the Chair.

Approved minutes should be forwarded without delay to the Executive Director or designate for archiving.

Section 10: CODE OF ETHICS

Discussions and differences of opinion at Board and Committee meetings are inevitable but all Board Members must commit to Global Network policy once it is passed. If a policy is passed with which a Board Member does not agree, the Board Member has the following options: support the policy, disagree with it in silence or resign.

While all Board and Committee meetings are open to the general membership, it is imperative, in order to encourage open discussion and participation, that such discussions remain privy to those in attendance. Discussions of policy outside these environments will take place but specific positions or quotes from other Board Members should not be discussed.

Personal matters that arise during the course of a Board meeting shall not be discussed outside the boardroom. Discussions that have been deemed "in camera" shall not be discussed outside the boardroom.

Violation of the principles of these guidelines may result in the suspension and/or termination of membership of the offending Board Member in accordance with the WBLGN Constitution and By-Laws.

Section 11: CODE OF CONDUCT

As Global Women's Box Lacrosse Ambassadors, we strive to uphold the highest standards of sportsmanship, integrity, and respect both on and off the field and grow the game for women. Our behaviour and actions reflect not only on ourselves but also on the sport of box lacrosse as a whole. Therefore, we agree to abide by the following code of conduct:

1. Respect: We will treat all players, coaches, officials, and spectators with respect, regardless of their gender, race, ethnicity, religion, sexual orientation, or any other characteristic. We will refrain from engaging in any form of harassment, discrimination, or bullying.
2. Sportsmanship: We will play the game of box lacrosse with fairness, honesty, and good sportsmanship. We will follow the rules and regulations of the game and accept the decisions of the officials without argument or dispute. We will congratulate opponents on their successes and show grace in defeat.
3. Positive Role Models: As ambassadors of women's box lacrosse, we understand that our behaviour can influence others. We will strive to be positive role models for younger players, demonstrating good character, teamwork, and dedication. We will encourage and support others to participate in the sport.

4. Safety: We prioritize the safety and well-being of ourselves and others. We will adhere to all safety guidelines and regulations set forth by the league and governing bodies. We will refrain from engaging in any dangerous or reckless behaviour that could potentially harm ourselves or others.
5. Fair Play: We believe in fair competition. We will not engage in cheating, unsportsmanlike conduct, or any form of dishonesty to gain an unfair advantage. We will compete to the best of our abilities within the rules and spirit of the game.
6. Accountability: We will take responsibility for our actions both on and off the field. If we make mistakes or act inappropriately, we will acknowledge them, apologize if necessary, and learn from them. We will accept any consequences imposed by the league or governing bodies for violations of this code of conduct.
7. Teamwork and Cooperation: We recognize that lacrosse is a team sport that requires collaboration and communication. We will work together with the board, teammates, coaches, and officials to create a positive and supportive environment. We will resolve conflicts in a respectful and constructive manner.
8. Personal Conduct: We will conduct ourselves in a manner that reflects positively on women's box lacrosse. We will avoid engaging in behaviour that could damage the reputation of the sport or bring disrepute to ourselves or others. This includes refraining from the use of illegal substances, engaging in criminal activities, or any actions that violate the law.
9. Social Media: When representing ourselves on social media, we strive to maintain a positive and professional image that aligns with my values and the Global brand the Network wishes to cultivate. I understand the importance of presenting myself in a respectful and authentic manner, while being mindful of the potential impact my online presence can have on my reputation and the perception of the brand I represent. I carefully consider the content I share, ensuring it reflects my interests, expertise, and values, while avoiding controversial or offensive topics. I engage in meaningful conversations and contribute valuable insights within my areas of expertise, fostering a sense of credibility and trust. By being mindful of my online persona, I aim to build a strong personal brand that positively represents myself and the Global Network, while avoiding any actions or statements that could potentially damage that brand.
   I will also commit to at least 1 number of posts/ sharing per month on my personal social media accounts to represent the brand. Some of this may be directed by the Global Network.
10. Website access and posting: I understand as part of my role as an ambassador, it is my responsibility to assist with uploading content happening in my area/club/ region to help promote the women's box lacrosse game
11. Drug and Alcohol – I agree to not post any images online (website or social media) with drugs or alcohol in the images that relate to the Woman's Box Lacrosse Global Network and or will not drink or use drugs in any brand clothing.

By adhering to this code of conduct, we demonstrate our commitment to the principles of fair play, respect, and integrity. We understand that failure to comply with this code may result in disciplinary actions, including but not limited to, warnings, suspension, or expulsion from the league or ambassadorship.

My commitment to the Global Network is for <period> and will
Signature ....
Full Name ....
Date ....

Women's Box Lacrosse Global Network

REVISION PAGE

Please see yellow highlighted sections in the document for suggested revisions.