



USA Field Hockey
Board of Directors Meeting
Via Teleconference

Present, November 6, 2014

Carrie Lingo
Rene Zelkin
Shawn Hindy
Susan Nottingham
Jim Johnson
Mary Berdo
Kate Kinnear

Staff

Steve Locke, Executive Director
Janet Paden, Board Secretary and CFO

Thursday, November 6, 2014

9:00pm – 10:24pm EST

1. Call to order- Rene Zelkin
2. Roll Call – Janet Paden
3. **Motion made by Jim Johnson and seconded by Shawn Hindy that the organization may enter into a lease agreement based on an agreement approved by attorneys at Bryan Cave.**
7 in Favor
0 Opposed
0 Abstentions
The Motion is Unanimously Approved
4. Discussion regarding a Performance Director in 2015 budget. The USOC has approved \$150K in 2015 funding, specifically for a contracted PD and Administrator. The PD would do more in the organization like coach education, Futures, etc., not just high performance. There needs to be somebody that would be a liaison with all of our national coaches, and futures directors, and umpiring director and coaching director. They aren't developing grassroots players, but making sure the message gets down that this is how we need our athletes trained, this is how the process needs to work. And, we need an Administrator with FH knowledge.
The contracted PD would be setting coaching philosophy and would be documented in our coaching courses and all our curriculum in our pipeline. There is a concern that the contracted PD will be restricted to the national team, mostly the women. Contractor will have limited time, not enough time to understand collegiate system and dig deep enough. Need to be clear and concise when we

write out the responsibilities and roles of this contractor. Will design the contract to be comprehensive, to be devoted to the entire pipeline not just HP.

Other 2015 budget topics discussed:

- HR position is not a priority given our other needs.
- With World League 2 and Pan Ams in 2015, the Men's National Team needs an Assistant.
- Steve to look at the budgeted staff salary increases. MSEC is currently assessing our pay ranges.

Board members will email Rene if there are further budget questions. If there are more questions, then another call will be scheduled prior to the November board meeting.

Rene – let her know if you want to have another call.

Motion made by Susan Nottingham and seconded by Jim Johnson to adjourn the meeting at 10:24pm.

7 in Favor

0 Opposed

0 Abstentions

The Motion is Unanimously Approved