



USA Field Hockey
Board of Directors Meeting in Palm Springs, CA

Present, November 29, 2014

Carrie Lingo (on phone)
Tina Reinprecht arrived at 2:11pm
Billie Ahluwalia
Kathryn Carson
Rene Zelkin
Shawn Hindy arrived at 2:50pm
Susan Nottingham
Jim Johnson
Mary Berdo (on phone)
Kate Kinnear (on phone)

Staff

Steve Locke, Executive Director
Janet Paden, Board Secretary and CFO
Simon Hoskins, COO

Saturday, November 29, 2014

2:10pm – 8:00pm PST

1. Call to order- Rene Zelkin
2. Roll Call – Janet Paden
3. **Motion made by Jim Johnson and seconded by Susan Nottingham to accept the agenda.**
9 in Favor
0 Opposed
0 Abstentions
The Motion is Unanimously Approved
4. Chair report – Rene. It has been a challenging year. Biggest challenge is to ensure the board is engaged. Monthly board calls helped us address agenda items and to move forward.
5. ED Report – see attachment. Festival is an extraordinary event, with 192 teams, staff doing marvelous work; spectacular site.

Received news two days ago that Wes Barnett is leaving his current role at the USOC and moving to new role in Winter Olympics. He has been a great advocate for our sport.
Chula Vista turf shipped from overseas, still in port in San Diego, hope to get installed within two weeks. This is running about 2-3 weeks past due.

Motion made by Susan Nottingham and seconded by Kathryn Carson to move into Executive Session at 2:29pm.

9 in Favor

0 Opposed

0 Abstentions

The Motion is Unanimously Approved

Motion made by Susan Nottingham and seconded by Billie Ahluwalia to move out of Executive Session at 5:17pm.

10 in Favor

0 Opposed

0 Abstentions

The Motion is Unanimously Approved

6. MNT :

- Assistant Coach Position – in 2015 budget now. Would be a quad contract, expiring 12/31/16. Discussion surrounding the men’s program in Chula Vista. The USOC has great confidence in what is going on in Chula Vista with the men’s team. New turf there and \$707K in VIK (meals, sports psychiatry, sports science). Athleticism in team is quality; there is lots of promise based on competitions we had; lots of interest in other teams coming to Chula Vista. The trends are they are improving. There will be a reassessment of the program following the Pan Ams in July 2015. Aiming for top 3 in World League 2 in February/March, and podium finish at the Pan Ams in July.
- Move to Lancaster – discussion for future.
- Indoor – distinct difference between men and women.

7. Steve and Janet gave update on building move/lease.

8. 2015 Budget – Billie. Should think about doing a 3 year high level projection for planning purposes. In 2016, recommend the board set aside a percentage for reserves. Remove Assistant Coach payroll, burden, relocation and visa. Take this out, put in \$49K in contract labor, and additional \$25K back into legal expense. Janet will make modifications and send back to board. Board will do final approval once they have final file.

9. Bylaws – Rene. Reviewed and modified the red-lined bylaws from several years ago. Steve to ask USOC re: safe sport language Rene will have Bryan Cave review the revised bylaws.

Meeting adjourned at 7:54pm PST.

Present, November 30, 2014

Carrie Lingo (on phone)
Tina Reinprecht
Billie Ahluwalia
Kathryn Carson
Rene Zelkin
Shawn Hindy (joined at 8:22)
Susan Nottingham
Jim Johnson
Kate Kinnear (on phone at 8:07am)

Staff

Steve Locke, Executive Director
Janet Paden, Board Secretary and CFO
Tyler Parthemer, Events and Membership Coordinator

Sunday, November 30, 2014

8:00pm – 10:52am PST

1. Call to order- Rene Zelkin
2. Roll Call – Janet Paden
3. **Motion made by Jim Johnson and seconded by Tina Reinprecht to move into Executive Session at 8:05am. Steve Locke left the room.**
 - 7 in Favor
 - 0 Opposed
 - 0 Abstentions
 - The Motion is Unanimously Approved
4. **Motion by Tina Reinprecht and seconded by Susan Nottingham to move out of Executive Session at 8:53am.**
 - 9 in Favor
 - 0 Opposed
 - 0 Abstentions
 - The Motion is Unanimously Approved
5. The new independent members selected from the nominating committee are Carolyn Bing from CA and Kara Mings from Houston (has financial expertise).
6. Tyler Parthemer joined at 9:00am to give membership report (see attachment). Could we tie in Friends of FH membership with the annual fund mailing?
7. Election of new at-large board members. Susan Nottingham, Mark Vittese and Bree Gillespie were chosen as the three At-Large board members, with a four year term commencing on January 1, 2015.

8. Coach Education task force update – Tina. Tina demonstrated the Mobile Coach app that is currently in the works for USA Field Hockey.
9. **Motion made by Billie Ahluwalia and seconded by Susan Nottingham to approve the 2015 budget as presented to the board 11/29/14.**
 - 9 in Favor
 - 0 Opposed
 - 0 Abstentions
 - The Motion is Unanimously Approved
10. Kathryn Carson left the meeting at 10:10am.
11. The next board call will be on January 6th at 9pm EST. This will be the first meeting with the new members.
12. World League 2 in Chula Vista - Emily and Rene are involved in this. Working weekly with FIH conference calls. Will be a grand event, have a newsletter to all countries coming with information about the event. Drug testing has been waived for World Leagues 1 and 2.
13. PAHF/FIH USA reps process. Other NGBs don't have a set process. We need to develop our own process.
14. Committee Reports:
 - a. Philanthropy – Tina. Needs help. Haven't done anything – fundraising arm is with the Foundation. Would like some kind of Friends of Field Hockey fundraising drive. Should have a report from Pam to see what the board of trustees is doing to fundraise.
 - b. Judicial – nothing to report.
 - c. Ethics – nothing to report.
 - d. Safe Sport – discussed yesterday.
 - e. FIH and PAHF – Rene. Steve went to FIH meeting where Pam was elected to Executive Board again for 4 years. Rene went co Competitions Committee meeting in September in Switzerland. Met with rules board and discussed some regulation changes. Steve – Congress in Marrakech in October called Revolution. Emphasis on why threat was there to take FH out of USOC; social media metrics not met and commerciality of the sport is not being met. Kelly Fairweather frustrated – smaller nations not picking up, lack of engagement; considered to be commonwealth sport by some small countries.
15. AAC board member election – Carrie. Hasn't happened yet. Shawn can assist to try and get the biography of one of the candidates.
16. New board orientation – Steve is working with Rick Adams at USOC to try and get this at the first board meeting.
17. Board recognition – thank you for all the years of time, commitment, dedication. Jim and Billie were presented with certificates and a set of wine glasses.
18. Board meetings in 2015: World League 2 starts February 28th through March 8th. Meet in afternoon and evening of March 6 (Friday) and evening of March 7th (Saturday). Can we meet at

the Training Center? Steve will talk to Tracy. Need hotel. Have Festival meeting on Sunday all day? Put pictures of board members on the website.

19. Board engagement – Rene. The people that remain on the board are active, follow up with emails so that we can get our business done. Ensure you approve meeting minutes when they come.
20. Board Chair – Billie/Shawn. Wait until new board comes in – first agenda item on first in-person meeting in 2015. If interested, make yourself known (email Steve).
21. ED Evaluation – will be done by Survey Monkey. Use same goals and objectives this year. Rene will send the questions to the board – let her know if you want anything different.

Motion made by Tina Reinprecht and seconded by Susan Nottingham to adjourn the meeting at 10:52am.

8 in Favor

0 Opposed

0 Abstentions

The Motion is Unanimously Approved