



Board of Directors Meeting

Present, November 19, 2016

Shawn Hindy, Chair
Richard Hayden
Bree Gillespie
Carolyn Bing
Susan Nottingham
Kara Mings
Rene Zelkin
Simon Gray
Jamie Montgomery
Mark Vittese
Shannon Taylor

Staff

Simon Hoskins, Executive Director
Janet Paden, CFO and Board Secretary
Adam Andrasko, Member Services Director
Elissa Unger, Foundation Development Director
Craig Parnham, WNT Head Coach
Janneke Schopman, WNT Assistant Coach
Lisa McCoy, Futures Director, via telephone
Sally Goggin, National Development Director
Liz Tchou, Coach Education Senior Manager
Karen Collins, Director of Event Logistics

Guest

Chris Cipoletti, Consultant

Saturday, November 19, 2016

9:00am – 4:14pm EST

1. Call to order - Shawn Hindy
2. Roll Call – Janet Paden
3. ED Update – Simon Hoskins

- a. Q3 Department Reports were shared by Simon. NBC commentator should be somebody with Field Hockey experience that knows the language.
 - b. Club Events – looking to expand U10-U12 Summer Bash; Shooting Star has 170 teams and our Festival has 175 teams. Showcase is at 120 (140 last year); NFHCA’s event is in January. NIT already sold out and almost 600 qualifiers. Can expand the U-12 and U-10s. Overall, it’s 850 teams at the NITs.
 - c. FIH Congress – new President and Executive Board was elected. Shawn got support from 47 countries. He is well positioned to replace Pam Stuper when her term ends in 2 years. Important to always send two people to FIH Congress. Home and Away League timing remains the same – we will have to wait until the Executive Board meeting in May. Confident we’ll receive a 4-year contract for the Home and Away League. Commentators must be known, charismatic, have a personality and know the sport.
 - d. MNT – had conference call with advisory group on Wednesday; jobs have been open for a few weeks now. Head Coach contracted position – next step is to interview the top 3 candidates next week. The goal is to have two coaches – one on the west coast and one in northeast. Job duties include recruiting and youth development, not just coaching. This realignment follows the MNT review that was done earlier this year.
 - e. WNT – Janneke Schopman will speak at lunch.
 - f. JWC – Shannon Taylor is team manager.
 - g. Safe Sport – starts 1/1/17; our financial responsibility is \$24,000.
4. Director Reports
- a. Craig Parnham – Coaching update (see attachment)
 - b. Lisa McCoy – Pan Am Cup 2017 updates (see attachment)
 - c. Sally Goggin presented the various events that will be occurring in conjunction with Festival this year, as well as a variety of other events and programs within Fundamental Field Hockey and Sport Development.
 - d. Adam Andrasko – establishing new look and brand image. Going to allow partners to create the logos with our approval.
 - e. Janneke Schopman gave a presentation of junior high performance and WNT. The JrWNT tour schedule is not set – waiting for invite from Germany. U21s leaving for Chile tomorrow; girls are ready. WNT will build on current foundation. Will have fun, be challenging, hard work with a purpose.
- Lunch break 12:30 to 1pm
- f. Elissa Unger – will be reaching out to Board members for contacts, as well as the Men’s Foundation and Master’s program to get lists of potential donors. She has been with USAFH for 3 weeks, and is starting to build reports to determine what our donor base has been in the past and to strategically position a successful fundraiser campaign for end-of-year giving.
5. Strategic Planning – Chris Cipoletti. The Board reviewed the Strategic Initiatives that the staff developed during the staff retreat. Chris has the reworded initiatives and requests

that the board review them once more prior to the survey going out to the membership. Draft survey will also be send to board members for their review prior to being emailed to membership. Once sent out, membership will have 14 days to complete it, most coming in within first 7 days. Focus groups will be established based on names submitted from board members; one hour in length, multiple ones throughout the USA.

The board meeting will start tomorrow at 8am.

Motion made by Shannon Taylor and seconded by Simon Gray to adjourn the meeting at 4:14pm.

11 in favor

0 opposed

0 abstentions



Board of Directors Meeting

Present, November 20, 2016

Shawn Hindy, Chair
Richard Hayden
Bree Gillespie
Carolyn Bing
Susan Nottingham
Kara Mings
Rene Zelkin
Simon Gray
Jamie Montgomery
Mark Vittese
Shannon Taylor (left at 11:30am)

Staff

Simon Hoskins, Executive Director
Janet Paden, CFO and Board Secretary
Adam Andrasko, Member Services Director
Elissa Unger, Foundation Development Director

Guest

Chris Cipoletti, Consultant

Sunday, November 20, 2016

8:10am – 11:53am EST

1. Call to order - Shawn Hindy
2. Roll Call – Janet Paden
3. Strategic Planning – Chris Cipoletti. Went over the timeline; Chris to send out the SWOT analysis that was created during the July board meeting. Bree and a few others to review the membership survey and propose additions/changes. Survey goes out by end of first week of December. Chris will keep board up to date every couple of weeks. There will be 8-10 focus groups with about 10 members probably assigned to each. A couple of facilitators will handle the focus group scheduling. At the February board meeting, survey results and focus group work to be discussed. The goal will be to have the final strategic plan voted on in late March/early April.

4. Elections/Appointments effective January 1, 2017 – Susan Nottingham.
 - a. ASO – it was noted that there is a typographical error in bylaws – 5.7.3 needs to be updated.
Motion made by Rene Zelkin and seconded by Bree Gillespie to accept Roberta Page to become ASO Rep from 1/1/17 thru 12/31/20.
11 in favor
0 opposed
0 abstentions
 - b. AAC – Shawn Hindy (USOC rep)
 - c. AAC – Lauren Crandall (alternate)
 - d. Independent – Kathy Schiller
 - e. Umpire – Jeanne O’Brien
Motion made by Susan Nottingham and seconded by Mark Vittese that USAFH allow Jeanne O’Brien to continue receiving compensation as a Regional Umpire Coordinator as the new Umpire Director member in accordance with bylaw 15.7.
5 in favor
6 opposed
This motion is not approved.
Susan Nottingham called Jeanne O’Brien during the meeting; Jeanne will forego compensation as Regional Umpire Coordinator for USA Field Hockey.
 - f. Coach – Richard Hayden will continue – voted upon by his peers.
5. 2017 Budget discussion – Janet Paden.
Motion made by Kara Mings and seconded by Mark Vittese to approve the budget as presented today.
11 in favor.
0 opposed
0 abstentions
6. Susan presented a volunteer proposal from Joe Gote; Board was not supportive of the proposition.
7. WNT Assistant Coach contract will be reviewed by F&A Committee.
8. F&A Committee met and approved switching auditors to Waugh & Goodwin.
Motion made by Susan Nottingham and seconded by Mark Vittese that the Board approve the switch of audit firm from Stockman Kast & Ryan to Waugh and Goodwin for the next audit.
11 in favor.
0 opposed
0 abstentions

9. Philanthropy Committee – Kara will be at the Foundation meeting this afternoon and tomorrow. The Philanthropy Committee will try to meet every other month. One annual foundation meeting at the Final 4 is being proposed.
10. Club Advisory Task Force – Chelsea and Justin lead this group as to what club coaches think about our events.
Motion made by Bree Gillespie and seconded by Kara Mings to approve the list of CATF members.
9 approved
0 opposed
1 abstention
11. NFHCA Convention in January 2017 – Liz Tchou can have a USA Field Hockey booth there to promote the coaching courses, and a Regional Umpire Coordinator can also attend. USA Field Hockey will not be presenters.
12. ED Evaluation process – Shawn Hindy will start this process after Festival, with Rene Zelkin.
13. Board gifts presented to:
 - a. Simon Gray
 - b. Jamie Montgomery
 - c. Richard Hayden
 - d. Shawn Hindy
 - e. Rene Zelkin
14. Upcoming board dates in 2017
 - a. February 11/12 in Colorado Springs
 - b. July 15/16 in Lancaster
 - c. November 18/19 in Louisville, KY

Motion made by Bree Gillespie and seconded by Rene Zelkin to move into Executive Session at 11:46am.

10 in favor
0 opposed
0 abstentions

Motion made by Rene Zelkin and seconded by Simon Gray to move out of Executive Session at 11:53am.

10 in favor
0 opposed
0 abstentions

WNT staffing was discussed.

Motion made by Rene Zelkin and seconded by Simon Gray to adjourn the meeting at 11:53am.

10 in favor

0 opposed

0 abstentions