



## Board of Directors Meeting

### **Present, July 16, 2016**

Shawn Hindy, Chair  
Kara Mings  
Susan Nottingham  
Shannon Taylor  
Richard Hayden  
Rene Zelkin  
Mark Vittese  
Jamie Montgomery  
Carolyn Bing (arrived at 5:35)  
Bree Gillespie

### **Staff**

Simon Hoskins, Executive Director  
Janet Paden, CFO and Board Secretary  
Sally Goggin  
Chris Clements  
Craig Parnham  
Steve Horgan  
Lisa McCoy

### **Saturday, July 16, 2016**

5:00pm – 10:00pm EST

- 1) Call to order - Shawn Hindy
- 2) Roll Call – Janet Paden
- 3) Director Presentations
  - a) Sport Development – Sally Goggin (see attachment)
  - b) Men’s National Program – Chris Clements (see attachment)
  - c) Women’s National Team – Craig Parnham.

Dinner from 7:10pm to 7:36pm.

- 4) Steve Horgan – just finished Futures and NCC. Currently reviewing the surveys from both events as it relates to the quality of umpiring. Trying to do as much education as can to recruit new umpires. Futures had 5 umpires under the age of 20. Steve is currently working on a strategic plan for umpiring.
- 5) Lisa McCoy – changes to Futures program were successful. Regional teams and RTC successful. The ongoing challenge to get qualified coaches for Futures regional training. Trial fees to be looked at, and the value; as well as the selection process for next year.
- 6) FIH Home and Away League – Simon Hoskins. The bid to be involved in the H&A League is due in late 2016; should know in early 2017 if we are accepted. FIH feels we are in good shape. Four year minimum (in for 4 years); the model is 7 teams.

**Motion made by Mark Vittese and seconded by Susan Nottingham to move into Executive Session at 8:28pm.**

10 in favor  
0 opposed  
0 abstentions

Simon and all staff left the meeting at 9:09pm.

Discussion: ED contract.

**Motion made by Rene Zelkin and seconded by Susan Nottingham to move out of Executive Session at 9:59pm.**

10 in favor  
0 opposed  
0 abstentions

**Motion made by Bree Gillespie and seconded by Jamie Montgomery to adjourn the meeting at 10:00pm.**

10 in favor  
0 opposed  
0 abstentions



## Board of Directors Meeting

### **Present, July 17, 2016**

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

### **Staff**

Simon Hoskins, Executive Director  
Janet Paden, CFO and Board Secretary

### **Sunday, July 17, 2016**

2:15pm – 4:55pm EST

- 1) Call to order - Shawn Hindy
- 2) Roll Call – Janet Paden
- 3) Board positions expiring at 12/31/16:
  - a) Simon Gray, Independent Director
  - b) Richard, Coach Director
  - c) Rene, Officials Director
  - d) Jamie Montgomery, USOC AAC Alternate
  - e) Shawn Hindy, USOC AAC

Also, on the Judicial and Nominating Committees, Jesse Larson has termed out; no longer eligible. Susan can recommend people.

**Motion made by Susan Nottingham and seconded by Rene Zelkin to place Jamie Montgomery on the Ethics Committee as the Athlete Rep.**

9 in favor

0 opposed  
1 abstentions

Discussion about the Member services committee; it has been pretty dormant with the addition of staff specifically for this.

4) Philanthropy Committee – Kara. Kara gave examples of several NGBs and how many fundraising employees each has compared to their membership and revenue numbers. We are very small in comparison to these other NGBs that have full time development/fundraising employees. Having a joint database seems to be very important; tomorrow at the Foundation meeting with Martha she will discuss best practices. Need to develop a fundraising policy. Kara is working on this with Pam and Simon for review. If Foundation moves forward with an employee, are we comfortable with that? Kara is comfortable with this but how does this person report? Typically to the ED of the NGB – serve main organization to raise funds and be the voice of the organization. The Foundation could be a subsidiary of USAFH as a separate 501c3. Current Foundation is looking for support from the NGB (Meg Connolly was staff a support to the Foundation when this current Foundation was formed). Kara shared the timeline. Fundraising policy should be approved by both Philanthropy Committee and the Foundation (preference is this is approved prior to hiring anyone). Simon recommended a fundraising coordinator that has revenue tied to it so it is self-funded.

**Motion made by Mark Vittese and seconded by Susan Nottingham to move into Executive Session at 4:16.**

10 in favor  
0 opposed  
0 abstentions

**Motion made by Bree Gillespie and seconded by Mark Vittese to move out of Executive Session at 4:44.**

10 in favor  
0 opposed  
0 abstentions

November Board meeting will be in Norfolk, VA at Final Four. Saturday board meeting and half day Sunday (8-12). Saturday night is Hall of Fame Dinner. Games are Friday and Sunday afternoon.

Susan Nottingham requested the board review and approve the 990, as it was reviewed and approved by the full F&A Committee on the 7<sup>th</sup> of July.

**Motion made by Mark Vittese and seconded by Rene Zelkin to approve the 990.**

9 in favor  
0 opposed  
1 abstentions

**Motion made by Susan Nottingham and seconded by Shannon Taylor to adjourn the meeting at 4:55pm.**

10 in favor

0 opposed

0 abstentions