



Board of Directors Meeting

Lancaster, PA

Friday, July 13, 2018

Lauren Crandall
Richard Hayden
Shawn Hindy
Kara Mings (Joined the meeting at 12:41pm EST)
Jamie Montgomery
Susan Nottingham (via telephone, physically joins at 1:20pm EST)
Jeanne O'Brien
Roberta Page
Kathy Schiller
Carolyn Bing
Bree Gillespie
Mark Vittese

Staff

Simon Hoskins, Executive Director
Janet Paden, CFO (via telephone)
Danielle Beaman, Secretary/Accounting Assistant (via telephone)
Caitie Tornes (via telephone, leaves the call at 1:33pm EST)
Craig Parnham (left the meeting at
Katie Rictor (arrived at 11:50am and left at 4:00pm EST)
Lisa McCoy (arrived at 2:15pm and left at 4:00pm EST)

Friday, July 13th

12:12pm – 5:43pm EST

1. Call to Order – Bree Gillespie
2. Introductions/Roll Call – Bree Gillespie
3. ED Report – Simon Hoskins
 - a. SafeSport – Caitie Tornes. Wendy Guthrie was recently hired as the Senior Director of Athlete Safety for the USOC. USAFH requires all coaches and umpires take the SafeSport training. We list our banned members (currently 4) on the USA Field Hockey website. In May, SafeSport started offering Free Online Parent Training and toolkit. All coach and umpire members have until July 31, 2018 to complete their SafeSport training. Currently meeting with other NGB's and SafeSport to determine the best policies to enlist for medical providers and athletic trainers. Discussion around medical professionals traveling with our teams from state to state, and the Safe Sport

requirements in each state. Possible discussion into revising our mission statement (or adding a bullet) to show our initiative to encompass SafeSport policies.

Kara joined the meeting at 12:41pm EST.

Susan physically joins the meeting at 1:20pm EST.

Carolyn joins the meeting at 1:00pm EST.

Caitie Tornes left the meeting at 1:33pm EST.

Craig Parnham joins the meeting at 2:00pm EST.

- b. Operating/Strategic Plan – Simon Hoskins. Brief descriptions of listed objectives and the expectations of completion. Centers of Excellence Academy research underway for male and female athletes throughout the US. Will need to discuss the use of our resources and budgeting. Staff Retreat will be held September 5-6; management will meet and present results to the board. Be mindful of best practice and governance.

Lisa McCoy joins the meeting at 2:15pm EST.

WNT Head Coach Janneke Schopman joins the meeting at 2:15pm EST.

4. WNT Report – Coach Janneke Schopman. Preparations for World Cup are going well; preparation included series against Chile, the Netherlands and last month, Argentina. Discussion on the pressure that the team is facing with the HPL schedule and demands that the schedule will present to them.

Coach Schopman leaves the meeting at 2:36pm EST.

- a. ED Report (continued) – Simon Hoskins. HPL Plan January 2019 to June 2019 – Eleven countries make up HPL. New brand has been established: FIH Pro League. Current broadcast option with the FIH is being evaluated. Want to use broadcasting to expand and grow the sport.
- b. HPL Field Discussions – Lisa McCoy. Working on field and seating requirements; preparations underway. There needs to be enough seating for 4,000 attendants.
- c. Budgeting for HPL – Janet Paden. Christa is working on travel arrangements, Lisa and Adam are handling logistics for putting on the event and Steve Horgan covered the umpire involvement. Janneke has requested USOC funds for support. Have budgeted revenue for sponsorships and ticket revenue. Discussions into the next steps we need to take with the FIH Pro League. Pro League Council is coming up and finalizations and clarifications will be made. The hiring process will be soon to be underway for someone to solely work on selling tickets for Pro League.

Pam Stuper (Board of Trustees) has joined the meeting at 3:07pm EST.

Craig Parnham leaves the meeting at 3:15pm EST.

- d. Foundation – Katie Rictor - Quarter 3 & 4 Fundraising Plan. Will use Raiser's Edge software to track all of our donations. Currently performing an internal audit to determine what changes and updates need to be made. Looking into updating website so that it is donor friendly with easy donation buttons/functions. Reviewing many aspects of the Foundation and how it can be improved to be more functional and successful.
- e. FIH Updates – Pam Stuper. The FIH represents all countries. She attends meetings on behalf of the FIH as a neutral representative. FIH Congress will be held at the end of October to which elections will be held; elections are held every two years. Committee positions are more appointed than elected. Has suggested our possible involvement with the Pan Am Board.

Lisa McCoy left the meeting at 4:00pm EST.

Katie Rictor left the meeting at 4:00pm EST.

Pam Stuper left the meeting at 4:07pm EST.

Carolyn has left the meeting at 4:48pm EST.

5. Committee Reports

- a. Philanthropy – Kara Mings. Have not met recently. Looking at implementing an acceptance policy. Working on finances, website, etc.
- b. Membership – Jeanne O’Brien. Impressed with Membership’s initiative. Possible sanctioned event with fee that will cover insurance for event, creating a user-friendly membership webpage, club outreach, etc. Discussed possible discounts that may be available to members in the future.
- c. F&A – Susan Nottingham. Simon’s travel has been approved. Draft audit was approved. Audit was completed clearly and efficiently.
- d. Nominating – Multiple board positions, both At-large and Independent, will open at the end of 2018. The nominating committee intends to cast a wide net to attract talent to the board. Susan has proposed a candidate for the Nominating Committee. Her name is Candice-Leigh Baumgardner and she resides in Pasadena, CA. Candice-Leigh has significant experience with non-profits and is currently president of the Board of Trustees for a Montessori school in Pasadena, CA. She’s served on numerous search committees as a faculty member of Art Center College of Design, where she is also a faculty liaison to the school’s Board. Her son is a member of USA Field Hockey’s U16 team.

Shawn Hindy makes a motion to appoint Candice-Leigh Baumgardner to the Nominating Committee at 4:53pm EST. All in favor.

Motion made by Shawn Hindy and seconded by Mark Vittese to move into Executive Session at 4:56pm EST. All in favor.

Motion made by Roberta Page, seconded by Shawn Hindy to move out of Executive Session at 5:42pm EST. All in favor.

Lauren Crandall motioned, Susan Nottingham seconded to adjourn the meeting at 5:43pm EST. All in favor.



Board of Directors Meeting

Lancaster, PA

Saturday, July 14, 2018

Lauren Crandall
Richard Hayden
Shawn Hindy
Kara Mings (arrived to meeting at 8:45am EST)
Jamie Montgomery
Susan Nottingham
Jeanne O'Brien
Roberta Page
Kathy Schiller
Carolyn Bing (via telephone at 8:45am EST)
Bree Gillespie
Mark Vittese

Staff

Simon Hoskins, Executive Director
Danielle Beaman, Secretary/Accounting Assistant (via telephone)
Lisa McCoy
Sally Goggin

Saturday, July 14th

8:40am – 1:16pm EST

1. Call to Order – Bree Gillespie
2. Roll Call – Danielle Beaman
3. Review NGB Benchmarking – Deloitte USOC Report – Simon Hoskins. The USOC engaged Deloitte to gather information on how various NGB's operate and determine how they could improve. Deloitte interviewed executives of NGBs (Simon in April) regarding our business practices. Our purpose is to digest the data provided and to determine how we can progress the sport in the future. Discussion over the gaps that should be addressed between the USOC and NGB and the personal information provided to the federal government; security concerns. Questions on if we have security measures in place for data breaches. Resource shared showing the tiers of each sport based on size, funding, employees, etc. USAFH is in Tier 2. Reports also point out the actions we need to take in the future. Deloitte believes that additional support can be provided to NGBs in the short term in the areas of Governance, Strategic Development and SafeSport.

4. 2018 Sport Development Plan Q3/Q4 and 2019 – Sally Goggin. Sally explains all of the things that Sport Developments does for USAFH and the many events that the department supports. Department faces challenges; getting/keeping field hockey in colleges, middle/high school development and growth, making the program/equipment affordable, etc. Presentation given on USAFH regionalization; each state has various needs. Sally's goal is to get state/local representation and possible state chapters to cover various events and programs, devoting funds to other areas for growth.

Motion made by Susan Nottingham and seconded by Lauren Crandall to move into Executive Session to discuss employee contracts at 10:58am. All in favor.

Moved out of Executive Session at 11:34am EST.

5. Sport Partnerships – Simon Hoskins. Continuing relationship with Disney. Discussion around JBS, Summit, Nook and NHFCA.
6. Nook Update – Simon Hoskins. Discussion around current and future field arrangements and the expectations and usages between both USAFH and the Nook.

Carolyn Bing left the call at 11:48am EST.

7. New Business – Simon Hoskins. Discussion of men's foundation and their support of our men's and junior men's programs.

Kara Mings left the meeting at 12:32pm EST.

8. New Business (continued) – Simon Hoskins. FIH Board Elections are coming up in November. Importance shown that USAFH should have a representative on board.

Motion made by Lauren Crandall and seconded by Mark Vittese to move into Executive Session at 1:01pm EST. All in favor.

Moved out of Executive Session at 1:13pm EST.

Motion made by Susan Nottingham and seconded by Roberta Page to adjourn the meeting at 1:16pm EST. All in favor.