



Board of Directors Meeting

Louisville, KY

Saturday, November 17, 2018

Carolyn Bing
Bree Gillespie
Lauren Crandall
Richard Hayden
Shawn Hindy
Kara Mings (joined via telephone at 8:30 am EST)
Jamie Montgomery
Susan Nottingham
Jeanne O'Brien (joined the meeting at 12:33pm EST)
Roberta Page (joined the meeting via telephone at 3:03pm EST, left at 4:20pm EST)
Kathy Schiller
Mark Vittese

Staff

Simon Hoskins, Executive Director
Janet Paden, CFO
Danielle Beaman, Secretary/Accounting Assistant (via telephone)
Rutger Wiese, MNT Head Coach (left the meeting at 9:36am EST)
Katie Rictor, Fundraising Director (joined via telephone at 2:11pm EST, left at 3:08pm EST)

Saturday, November 17th

8:30am EST – 5:04pm EST

1. Call to Order – Bree Gillespie
2. Roll Call – Danielle Beaman
3. MNT Report – Rutger Wiese
 - a. Discussion over upcoming schedule. High Performance Center (HPC) has future plans of nationwide tournaments with a resulting championship at the end of 2019. Regional tournament will be held in either Boston or Philadelphia. Idea is that each region will practice twice in a week, following up the week with a game. There are currently 45 to 50 boys in each HPC. Want to start sending the coaching staff to various areas rather than moving the athletes to the coaching staff. Updates on junior programming. In need of possible corporate sponsors to help with funding. Explanation of how international points and ranking are tallied and how long previous results stay on our record.
4. ED Report – Simon Hoskins

- a. FIH Update - New chief executive has the vision of a new turf that does not require being wet. Concerns stemming from nations who struggle with cost of wet turfs and around water conservation globally. Not using water will affect the quality of field hockey games. By 2024, FIH Tournaments will be played on dry turf. Dr. Batra will be making some changes so that all countries are included in the world rankings.
- b. Staffing – Adam Andrasko and Justin Miller will be leaving the organization. Great opportunity to review our management processes. Janneke is considering adding someone to fill the position of Assistant Coach. Phil Edwards has moved over to Jr. High Performance.
- c. Player Retention – retired athletes formed a task group to find out the why's behind players retiring/leaving the team. Possible creation of exit interview questions for athletes leaving the team. Set a standard to learn and grow from results. There aren't any NGB's that do exit interviews for their athletes.

Motion made by Susan Nottingham and seconded by Shawn Hindy to move into Executive Session at 10:53am EST to discuss Spooky Nook, Festival and JBS Destination updates. All in favor.

Motion made by Lauren Crandall, seconded by Shawn Hindy to move out of Executive Session at 11:31am EST. All in favor.

5. 2019 Budget – Janet Paden

- a. Covered highlights of various departments along with excel sheet printouts. Many ups and downs through the year. First year expenses for Hockey Pro League are very high and extensive (to participate). USOC funding remains the same in 2019 (as it was in 2018).

Motion made by Bree Gillespie and seconded by Shawn Hindy to move into Executive Session at 12:20pm EST to discuss the WNT Assistant Coach position. All in favor.

Motion made by Lauren Crandall and seconded by Shawn Hindy to move out of Executive Session at 12:32pm EST. All in favor.

Jeanne O'Brien joined the meeting at 12:33pm EST.

- b. USOC has granted us funds to assist with the implementation of the ADM project. We were able to work with England Hockey with this as they have already gone through the ADM implementation.
- c. Continued discussion over the disbursement of funds between the women's and men's national team.

Motion made by Jeanne O'Brien and seconded by Carolyn Bing to approve the budget as outlined at 2:12pm EST. 10 in favor, 1 opposed and 1 abstention.

Katie Rictor joined the meeting via telephone at 2:11pm EST.

6. Venue – Feasibility Study – Dev Pathik (CEO/Founder of SFA (Sports Facilities Advisory))

Motion made by Bree Gillespie and seconded by Shawn Hindy to move into Executive Session at 12:20pm EST to discuss the Feasibility Study. All in favor.

7. Elections – Susan Nottingham

Discussed in Executive Session

Motion made by Susan Nottingham and seconded by Mark Vittese to move out of Executive Session at 4:14pm EST. All in favor.

8. By Law Amendment – Mark Vittese

- a. Amendments were made according to the needs of UOSC.

Motion made by Shawn Hindy and seconded by Jeanne O'Brien to approve the by-law amendment as suggested at 4:20pm EST. All in favor.

Roberta Page leaves the meeting at 4:20pm EST.

9. Committee Reports – Various Departments

- a. F & A – Waugh and Goodmen engagement letter for 2019 services was reviewed.

Motion made by Mark Vittese and seconded by Richard Hayden to approve the engagement letter to Waugh and Goodmen (external auditors) at 4:25pm EST. All in favor.

- b. Philanthropy – Kara Mings – acts as a liaison for the Foundation committee will need to find a replacement.
- c. Membership – working on increasing communication methods/channels. What works, what doesn't? Jeanne acts as a liaison for the committee and tries to speak with the membership team every 4 months or so to discuss plans, projects, etc.

Motion made by Lauren Crandall and seconded by Shawn Hindy to move in to Executive Session to discuss current standing in the Judicial and Ethical Committees at 4:40pm EST. All in favor.

Motion made by Bree Gillespie and seconded by Susan Nottingham to move out of Executive Session at 5:01pm EST. All in favor.

Susan Nottingham motioned, Jeanne O'Brien seconded to adjourn the meeting at 5:04pm EST. All in favor.



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Lauren Crandall
Bree Gillespie
Richard Hayden
Shawn Hindy
Kara Mings (via telephone)
Jamie Montgomery
Susan Nottingham
Jeanne O'Brien
Kathy Schiller
Mark Vittese

Staff

Simon Hoskins, Executive Director
Danielle Beaman, Secretary/Accounting Assistant (via telephone)

Saturday, November 18th

8:43am EST – 11:53am EST

1. Call to Order – Bree Gillespie
2. Roll Call – Danielle Beaman
3. Strategic Plan – Simon Hoskins
 - a. Update on where we are for the year. We started with 46 initiatives, but learned it was a little more than we could tackle. 2019 has been updated to be more achievable.
 - b. 2019 Operating Plan – has been revised to be more attainable to staff. Each team delivers their programs. Introduction into the ADM model which shows a roadmap of our sport. The launch of the model will take place at 2019 Summit. Shared the tasks set forth for the various departments in 2019. This presents components of the Strategic Plan, not the whole organization. Further discussions into the 20 points for the next year.
4. Maturity Model Discussion – Deloitte USOC Report – Bree Gillespie/Richard Hayden

- a. Tool of discussion to cover how USAFH is perceived. The purpose of the model and the results are for NGB's to find ways to learn and grow. Board went through each question from the survey and discussed the result findings that were given and further detail into each question and answer.

Shawn Hindy leaves the meeting at 11:25am EST.

Gift Presentations to Kara Mings, Jamie Montgomery, Carolyn Bing and Susan Nottingham

5. New Business

- a. Richard Hayden – Discussion over communications in membership. Keeping calm when dealing with difficult situations and/or people.
- b. Simon Hoskins – we have asked the USOC to protect us with cyber dangers (i.e. phishing, scams) in addition to our Cyber Liability insurance coverage.

Motion made by Mark Vittese and seconded by Kathy Schiller to adjourn the meeting at 11:53am EST. All in favor.