



Board of Directors Meeting

Via Teleconference

Friday, March 27, 2020

Cathy Bessant
Lauren Crandall
Dan Friedberg (joined the call at 2:12 pm EST)
Bree Gillespie
Alex Grassi (joined the call at 4:01 pm EST)
Richard Hayden
Jamie Montgomery
Jeanne O'Brien
Roberta Page
Chip Rogers
Kathy Schiller
Mark Vittese (joined the call at 2:05 pm EST)

Staff

Simon Hoskins, Executive Director
Janet Paden, CFO
Danielle Beaman, Secretary

Directors (joined at 2:00pm EST; left the meeting at 3:51pm EST)

Craig Parnham, Director of Coach Education
Phil Edwards, Sr. Manager of Coaching and Performance
Lisa McCoy, Director of Futures & Programs
Rutger Wiese, Men's National Team Head Coach
Steve Horgan, Director of Umpiring
Sally Goggin, National Development Director
Caroline Nelson-Nichols, USWNT Head Coach
Ron Hawley, Chair of Ethics Committee (*left the meeting during Executive Session*)

Friday, March 27, 2020

2:04 pm – 5:24 pm EST

1. Call to Order – Bree Gillespie
2. Roll Call – Danielle Beaman

Mark Vittese joined the call at 2:05pm EST

Dan Friedberg joined the call at 2:12 pm EST

3. ED Report – Simon Hoskins & Bree Gillespie
 - a. Response to COVID-19 and the actions that we have taken going forward. A response group was formed and has been conducting weekly meetings. Nothing definite on the status of Hockey Pro League for the remainder of the season. Further programming decisions will be decided at a later point.
4. Futures 2020 – Lisa McCoy
 - a. Facilities – Half of our sites had 1 or fewer sessions completed as of March 9th. Began planning for alternate options for Futures program. Pursuing other options to supplement; online learning, camps, etc. Definite decisions would be needed by the first of June. Using this time to make possible improvements/revisions to the program. This will result in changes to events scheduled in the summer.
5. Sport Development – Sally Goggin
 - a. Many programs have been cancelled or set to be postponed. We are taking steps to work on future programs. Kendra Lucking has begun working with the department to provide assistance in programming.
6. Coaching – Craig Parnham
 - a. Courses/Clinics – Many have been cancelled, but we look to the possibility of having more at a later point. Reviewing our options for programming and the potential market we can reach out to expand membership. Creating materials to offer online courses and content.
7. Umpiring – Steve Horgan
 - a. Engagement – Sent out a mass email to umpires that offered suggestions on how to keep engaged in the sport and information on current FIH rules.

Jamie Montgomery left the call at 3:00pm EST

8. International Events – Steve Horgan, Simon Hoskins, Lisa McCoy
 - a. IPAC – Steve Horgan – the March games were cancelled but hoping to be rescheduled.
 - b. Hockey Pro League – Lisa McCoy – UNC has stated that no outside programming will be held at their facilities at this time. Unsure as to when this will be lifted.
9. Women’s National Team – Caroline Nelson-Nichols
 - a. Team Update – Current status is comprised of remote fitness components and continuing to engage the players with videos and meetings. Working alongside the Futures and JHP programs. Hockey Pro League games have been cancelled up until May 17th.
10. Jr. High Performance – Phil Edwards/Craig Parnham
 - a. Events have been cancelled through April 17th. Offering a “backyard” game package to members that will last 5 weeks. Will hear back from Duke as to whether they will allow us to host summer games at their facility.
11. Men’s National Team – Rutger Wiese
 - a. Many cancellations for the JMNT and MNT. Developed 4 phases of training: 1) Remotely 2) Training by region, 3) Team training and 4) Return to normal travel and operations.
12. Commercial – Sally Goggin
 - a. Many of our sponsor agreements are based off of vending at various events; with the cancellation of our events, how can we make this up to our sponsors. New decks for sponsors to be released this week. This will be used in obtaining additional sponsors.

13. 2020 Forecast – Janet Paden

- a. Forecasts have been initiated; 3 weeks earlier than normal. Withholding on hiring some of our open positions. Krista Page has taken on some of the National Teams Manager roles. No future travel plans have been made and expenses are frozen at the moment.

14. 2020 Outlook – Simon Hoskins

- a. Will pass along information as it is received. Larger decisions may need to be made in the future and if so, they will be brought to the board.

Directors leave the call at 3:51pm EST

- b. NCAA – Roberta Page – Roberta will be moving to Division II Basketball rather than Field Hockey. Unsure as to when this will be as all hiring has been halted for the time being.

Roberta Page left the call at 3:57pm EST

- c. Discussion on what our plans are for the future.

Alex Grassi joined the call at 4:01pm EST

Jamie Montgomery left the call at 4:06pm EST

- d. SBA Loans – Simon Hoskins – Loans are being provided to employers to help during the current situations with salaries and keeping organizations functioning as they can. Interest rates are nominally lower for non-profit organizations also.

Ron Hawley left the call during Executive Session.

Motion made at 4:08pm EST by Mark Vittese and seconded by Cathy Bessant to go into further discussion regarding programming. All in favor.

Motion made at 4:34pm EST by Kathy Schiller and seconded by Richard Hayden to move out of Executive Session. All in favor.

15. Hockey HQ – Simon Hoskins

- a. Discussion on the actions that are currently being taken. Looking at our options for a permanent home for the WNT for 2021 and 2022.

Cathy Bessant left the call at 4:40pm EST

16. Compliance and SafeSport – Simon Hoskins

- a. Our first site visit was conducted at the U10/12 NITs; results were favorable with minor changes.

17. Athlete Election – Bree Gillespie

- a. We've updated the timeline based on world events. Discussion over eligibility requirements between the USOPC and our bylaws. Looking to post the position for nominations next week.

18. Committee Reports

- a. Membership Committee – Jeanne – Updates will be provided at the next meeting
- b. Ethic/Judicial Committee – Roberta/Mark – No open cases
- c. LA 28 – Simon/Chip – No additional updates.
- d. SITF – Chip - Program up and running in Michigan.
- e. WNT Retention – Lauren – Created a survey last night, working on second draft. Hoping to finalize next Tuesday and send to separated athletes from 2012 until 2019. Last question will be if the participant wishes to have a phone call regarding their responses.

- f. Fundraising – Kathy – Current plans are in a holding pattern. Sally, Caitie, Kathy and Cathy will be having a call next week to review the new sponsorship deck.

19. New Business

- a. Contracts – the current status in the country will bring some changes, more to follow.
- b. CEO Evaluation – Will take place during the next teleconference on April 7th.
- c. In-Person BOD Meetings – going to re-evaluate the upcoming in-person meetings for the year.

Motion made at 5:24pm EST by Chip Rogers and seconded by Kathy Schiller to adjourn the meeting. All in favor.