



**Board of Directors Meeting Minutes
Colorado Springs, CO**

Present, January 19, 2013

Anthony Gulotta
Jim Johnson (via skype)
Kate Kinnear
Susan Nottingham
Tej Singh
Pamela Stuper
Kathryn Carson
Carrie Lingo
Shawn Hindy
Billie Ahluwalia
Rene Zelkin

Staff

Steve Locke, Executive Director
Janet Paden, Director of Finance and Secretary to the Board
Simon Hoskins, Chief Operating Officer
Karen Collins, Director of Events
Caitie Tornes, Manager of Athlete and Olympic Development
Emily Thomas, Membership and Events Coordinator

Saturday, January 19, 2013

12:00pm – 5:15pm MT

1. Call to Order – Pam Stuper
2. Roll Call – Janet Paden
3. **Motion made by Tej Singh and seconded by Billie Ahluwalia to approve the agenda.**
 - 11 in Favor
 - 0 Against
 - 0 Abstained

The Motion is Unanimously Approved

4. Susan Nottingham nominated Rene Zelkin for Chair, seconded by Anthony Gulotta.
5. Billie Ahluwalia nominated Tej Singh for Chair, seconded by Kathryn Carson.
6. Rene and Tej spoke to group regarding why they want to be Chair. (see attachments)
7. **Motion made by Kate Kinnear and seconded by Shawn Hindy to move into executive session at 12:40pm.**

11 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

Tej, Rene and staff left room (except Janet and Steve).

8. **Motion made by Shawn Hindy and seconded by Carrie Lingo to move out of executive session at 12:56pm.**

9 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

Tej, Rene and staff joined the meeting.

Votes were tallied by Steve Locke and Janet Paden. The new Chair is Rene Zelkin by majority vote.

9. **Motion made by Anthony Gulotta and seconded by Billie Ahluwalia to approve the May 6th executive session minutes.** The three new board members present (Shawn Hindy, Carrie Lingo, and Kathryn Carson) recused themselves.

6 in Favor

0 Against

0 Abstained

10. **Motion made by Kate Kinnear and seconded by Anthony Gulotta to approve the September 4th executive session minutes.** The three new board members present (Shawn Hindy, Carrie Lingo, and Kathryn Carson) recused themselves.

6 in Favor

0 Against

0 Abstained

11. **Motion made by Susan Nottingham and seconded by Kate Kinnear to approve the October 24th executive session minutes.** The three new board members present (Shawn Hindy, Carrie Lingo, and Kathryn Carson) recused themselves.

6 in Favor
0 Against
0 Abstained

12. **Motion made by Susan Nottingham and seconded by Anthony Gulotta to approve the Nov 25th executive session minutes.** The three new board members present (Shawn Hindy, Carrie Lingo, and Kathryn Carson) recused themselves.

6 in Favor
0 Against
0 Abstained

13. **Motion made by Anthony Gulotta and seconded by Susan Nottingham to approve the Nov 28th executive session minutes.** The three new board members present (Shawn Hindy, Carrie Lingo, and Kathryn Carson) recused themselves.

6 in Favor
0 Against
0 Abstained

14. **Motion made by Susan Nottingham and seconded by Anthony Gulotta to approve the Dec 17th executive session minutes.** The three new board members present (Shawn Hindy, Carrie Lingo, and Kathryn Carson) recused themselves.

6 in Favor
0 Against
0 Abstained

15. Chair report – Pam Stuper. See attachment.

16. Executive Director report – Steve Locke. See attachment.

17. F&A Committee - Billie Ahluwalia. It has been a busy month reviewing and approving contracts.

- Motion made by Susan Nottingham and seconded by Billie Ahluwalia to reappoint Stockman Kast Ryan as our independent audit firm for calendar year 2012.**

10 in Favor
0 Against
0 Abstained

The Motion is Unanimously Approved

18. Development – Tej Singh. We have a pretty active program with philanthropy. Our foundation is not a cash-growing foundation. Competing with colleges, young athletes,

athletes that played but that don't give back. Need to develop a program – tackle foundation issues, what are our targets, how do we reach those targets. Meg Connolly has done a great job, with the resources we've given her.

19. Membership – Rene Zelkin. Have 22,145 members as of right now, which is a 4% increase year over year; largest group is U-19, followed by U-12. Planning to do a survey to membership in February, which will give insight as to what the membership thinks about the services we're providing. The new membership card program is going well. Need to review Lifetime, Friends of Field Hockey, and College Membership categories.

20. Board member introductions.

Break at 2:05pm. Reconvened at 2:25pm.

21. Staff overview of each area within USFHA – see attachment.

22. History of USFHA – Jim Johnson. See attachment.

23. Board composition – Steve Locke.

24. Board Engagement, Leadership and Governance - Susan Nottingham. See attachment.

25. Bylaws - Rene Zelkin. See attachment.

26. Board education plans – Tej Singh. See attachment.

27. Committee appointments – Rene Zelkin. See attachment.

Motion made by Tej Singh and seconded by Kathryn Carson to adjourn meeting at 5:15pm MT.

10 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved



Present, January 20, 2013

Anthony Gulotta
Jim Johnson (via skype)
Kate Kinnear
Susan Nottingham
Tej Singh
Kathryn Carson
Carrie Lingo
Shawn Hindy
Billie Ahluwalia
Rene Zelkin
Tina Reinprecht (via skype)

Staff

Steve Locke, Executive Director
Janet Paden, Director of Finance and Secretary to the Board

Guest

Pamela Stuper

Sunday, January 20, 2013

8:00am – 12:00pm MT

1. Call to Order – Rene Zelkin
2. Roll Call – Janet Paden
3. **Motion made by Susan Nottingham and seconded by Kathryn Carson to move into executive session at 8:00am.** (Steve and Janet left the room)
 - 11 in Favor
 - 0 Against
 - 0 Abstained
 - The Motion is Unanimously Approved
4. **Motion made by Shawn Hindy and seconded by Kathryn Carson to move out of executive session at 9:05am.**
 - 11 in Favor
 - 0 Against

0 Abstained
The Motion is Unanimously Approved

Steve and Janet rejoined at 9:20am.

5. Motion made by Anthony Gulotta and seconded by Tej Singh to extend Steve Locke's current contract to February 28, 2013.

11 in Favor
0 Against
0 Abstained
The Motion is Unanimously Approved

6. Steve Locke spoke about WNT Head Coach and National Teams Director. 30 candidates applied for head coach position. Craig Parnham was the associate coach with GB, 2-time Olympian, became coach in 2005; is stellar, bright, will be a real plus for us. Both Chris and Craig are the principal people in high performance. Laura will be National Teams Director in the interim. Janet and Steve are working on the immigration process for Craig. Tjerk van Herwaarden will be the interim coach on the 28th of January until Craig arrives.
7. The High Performance Director position was advertised this week. Search group will be in place.
8. The Nook –Incredible facility, 700,000sf building, plus 65 acres, massive. Soft opening will happen the 25th of January – mostly oriented around the press. For Field Hockey, it will have 2 water based turfs, one under a dome. Inside, we'll have a minimum of 8 inside courts; team facilities include meeting room, coaches' offices, replay rooms, locker rooms, weight rooms, 30,000sf dedicated to USAFH. Contract is 15 year term; we receive (for senior national team) sports science, sports medicine, meals, quality locker rooms, priority use of all the turfs, and use for our junior teams will be on a priority basis as well. There will be a nutritionist there as well. They will be building 100-150 room hotel. SNS will receive payment equivalent to what USFHA paid for rental at other facilities.
9. Women's Semi-Professional League – Steve Locke. Long term wish from the FIH that we create this, to provide opportunities for post collegiate athletes to continue playing and build their talents. Looking at developing pro forma to see what resources it would take, have some concepts on number of teams, time of year, still going through the process to develop the pro forma (working with Laura Darling). Anticipate this getting underway potentially late 2013 (four teams to start – in NY, the Nook, DC area, PHL area). Want to present pro forma to Pam Stuper to take to the FIH executive committee for their analysis to see if they'll invest in it. Idea was that it would begin the weekend after Labor Day thru October 26/27th. Playoffs would be the weekend before conference play at college level. Will present pro forma to Pam Stuper and the board as soon as it's prepared.

10. Relationship with PAHF and FIH – Steve Locke. Working hard to develop positive relationships with PAHF and FIH. As we develop the Nook, we may be able host a lot of different opportunities. We hosted men’s WL1 in Chula Vista – struggled getting teams to show up.

Break at 10:18am. Reconvened at 10:30am.

11. Adult Task Force – Steve Locke. Post collegiate to get involved in the game on a recreational basis. Research being done by Liz Tchou, who is working with a number of others in existing leagues. Steve solicited in weekly report for members interested in the task force. Came up with the composition and mission of the task force. Shawn Hindy will be the board liaison; final composition of the task force to be announced next week.
12. Foundation - Steve Locke. Want to entice Christine Hunsicker and the current foundation to reconstitute them to be involved in fundraising. We have proposed a board of trustees structure. Trustees are meant to be fundraisers and investors in the foundation. USFHA board members that are a part of the Foundation board: Susan, Jim, Tina, and Rene. Need to plan an offsite meeting with all Foundation members to present the model for restructure. Steve to find the bylaws of the Foundation and send to the board members. Steve, Rene and Meagan will start the process of forming the relationships again.

Kate Kinnear left at 10:51am.

13. Year-end projections presented by Janet.
14. AstroTurf contract still in the works; as is Mosco, expansion of P&G, visiting with agency for Gatorade, will continue with Timex.
15. Skipped brainstorming segment due to time constraints.
16. Next board of directors meeting will be at the opening of the Nook in mid-August (Steve to confirm), and then another one at Festival (Saturday afternoon the 30th, from 2-8pm and continue Sunday morning Dec 1st, 8am-12pm). AGM will be at Festival.

17. Motion made by Susan Nottingham and seconded by Carrie Lingo to adjourn the meeting at 11:55am MT.

10 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved