



**Board of Directors Meeting Minutes
The Nook Sports Facility**

Present, August 10, 2013

Kate Kinnear – by phone
Susan Nottingham
Tej Singh – by phone
Kathryn Carson
Carrie Lingo
Shawn Hindy
Billie Ahluwalia
Rene Zelkin
Mary Berdo
Tina Reinprecht

Staff

Steve Locke, Executive Director
Janet Paden, Director of Finance and Secretary to the Board
Peter Davis, Consultant
Cris Maloney, Member Guest

Saturday, August 10, 2013

8:00am – 5:00pm ET

1. Call to Order – Rene Zelkin
2. Roll Call – Janet Paden
3. **Motion made by Shawn Hindy and seconded by Billie Ahluwalia to approve the agenda.**
 - 10 in Favor
 - 0 Against
 - 0 Abstained

The Motion is Unanimously Approved

4. Men's High Performance discussion was moderated by Peter Davis. See presentation (attached). The future of men's high performance was discussed, as were options such as promoting indoor and building a grassroots structure on the male side. Peter ended at 11:10am EST. Cris Maloney left the room.

Motion made by Billie and seconded by Susan Nottingham to move into Executive Session at 11:24am.

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

Motion made by Shawn Hindy and seconded by Tina Reinprecht to move out of Executive Session at 11:54am.

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

Simon Hoskins joined the call at 11:55am.

5. Foundation report given by Simon Hoskins. See attachment. Tina Reinprecht will liaise with this group.
6. Hall of Fame - Simon Hoskins. We now have a pretty solid timeline for the induction of Hall of Fame in April 2014. We are looking to move it to Home of Hockey. We have a hall of fame committee forming right now; reps from different eras in the game. Need to update qualifications for being inducted into Hall of Fame. Meg Connolly has been the driver of this. We are looking at expanding it to include umpires, administrators, coaches; not just athletes.

Simon Hoskins left the call at 12:25pm ET.

7. The first set of executive session meeting minutes from January's board meeting were distributed and approved.
8. Task force updates:
Club Task Force continues to meet, critiquing programs within existing club events. Richard Kentwell is heading up that group. Steve Locke gave report. Tej left meeting at 12:38pm ET.

Adult task force – Rene. Final meeting this Monday, the 12th; Chip Rogers has been the chair. Created a club website – can easily find clubs in their area, schedules will be posted, etc.

Advancement Committee – Tina. The committee met for the first time; who we want to be, Meg Connolly joined, she's at \$68K including grants, target \$175K. Meg asked for board members to send her a contact that she could contact in terms of a potential donor. Carrie and Meg are talking about having a reunion party in November – all NCAA will be in Norfolk, coaches convention going on. Also doing a celebration for the girls that have retired after the Olympics. It would be a celebration of every generation of field hockey to include men. The venue will be at Norfolk Yacht and Country Club during the 2013 NCAA Final Four in Norfolk.

Sam Beiler joined at 1:00, and took the board on a tour of the Nook.

Reconvened at 3:18pm. Kate Kinnear rejoined by phone; Tej will be unavailable the remainder of the day.

9. F&A committee report – Billie Ahluwalia. Financial review will be given tomorrow by Janet. The 990 has been completed and will be sent to the board for review and comments, due by next Friday.

Member services – Susan reported recent membership numbers. Discussion regarding reducing the number of membership categories. If combine coach and umpire memberships, that solves the issue of those that are both, or an umpire that wants to register their team that they coach for one of our events. Other sports have fewer categories, or by age categories (age 18 and over for instance). Will continue discussing membership at a membership committee meeting. The goal is to be completed before Festival.

Athlete Advisory Committee – Carrie. The committee is formed to ensure each athlete has a say in major decisions. Carrie is heading it right now; she's liaison to the USAFH AAC. She brings USOC questions to the Committee meetings. Six members; Carrie serves on USOC AAC Committee.

Ethics – liaison is Kathryn Carson. Katie Beach was elected as the Chair of the Ethics Committee, replacing Simon Gray.

Judicial – liaison is Kathryn Carson.

Nominating – liaison is Susan. Currently forming questions for candidates for the safe sport committee.

Masters/Indoor Programs – Rene and USAFH have received funding requests for both Men's masters in Ireland and Men's Indoor. What level of funding? They have separate coaches (indoor).

10. PAHF meetings in Mendoza – very costly. This is the year of the Congress, when they pick a new President of PAHF. Steve doesn't need to go if Rene is going. Who funds this – can we ask the members to pay something in the future?

11. Kate Kinnear: there are several female athletes that have retired that will be recognized in November. Asking the board to contribute to the athlete retirement fund. National team members are given a party and a gift using donations made from the board, based on years of service.
12. Executive Director report – Steve Locke. See attachment.

Motion made by Billie Ahluwalia and seconded by Kathryn Carson to adjourn the meeting at 5:00pm ET.

9 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved



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Sunday, August 11, 2013

8:00am – 12:00pm ET

1. Call to Order – Rene Zelkin

Motion made by Kathryn Carson and seconded by Billie Ahluwalia to start the meeting at 8:06am.

10 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

2. Roll Call – Janet Paden
3. Executive Session minutes from 1/19 (second set) were distributed and approved/collected.

4. July financial update presented by Janet Paden. Discussion regarding growth and open positions. Comprehensive development calendar request by the board. Discussion regarding 2014 sponsor opportunities.
5. Social Media Policy – Steve Locke. Important that we are loyal to the organization, and are not putting out inappropriate tweets or communications.
6. Staff Strategy Meeting will be held August 20th and 21st in Colorado Springs. Available remote staff will be flying in to attend.
7. Succession Plan – Steve Locke. Steve will probably leave after Rio, and will send his succession plan at our next meeting to review. Had online consultant when Steve's position was open in 2009. Rene: Need succession plans for committee chairs within the board.
8. Sports Science at the Nook. Steve has been talking with Sam regarding the cost of sports science at the elite level; extremely high cost, both HR and equipment. The USOC sports science is not sport specific. Dave Hamilton has specific protocols for this sport. GPS units are \$92K. Sam plans to host a fundraising Halloween gala to help support these types of purchases. Athletes will be putting on clinics at the Nook and will receive a payment for conducting the clinic.
9. VA Beach contract – Steve. First turf replaced, waiting for the release to be signed by VA Beach and returned, and then a \$268K check will be sent to the city of VA Beach. Steve's been talking to Mike Kalvort, parks director of Virginia Beach regarding the second turf. We want to be involved in the bidding process of the 2nd turf.

Tej left the meeting at 9:55am.

10. Craig Parnham and Dave Hamilton joined the meeting at 10am. Craig and Dave discussed coaching strategies, culture, and fitness of the team.

Tej rejoined at 10:08am

Mary left at 11:30am.

Craig and Dave left at 11:45.

11. 2014 budget focus. Steve – the projected 2013 revenues will be the base for the 2014 budget. Directors will budget expense at the 2013 projected level, and then justify overages in priority order. What are our 2014 goals and how do we plan for them?
12. Rene – to do list: by Friday, approve 990; conference call on August 18th with Chris re: men's High Performance; next meeting will be in Florida. The AGM will be Friday after play, board meeting Saturday 2-8pm and Sunday 8 to noon. Membership categories – Susan to have done by November 1st. Steve Smith is working on articles of incorporation/bylaws changes.

Motion made by Rene Zelkin and seconded by Carrie Lingo to adjourn the meeting at 12:11pm.

9 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved