



**Board of Directors Meeting Minutes
Doubletree Hotel West Palm Beach – Airport
Meeting Room: Ballroom**

Present, November 30, 2013

Billie Ahluwalia – via phone
Mary Berdo
Kathryn Carson – via phone
Shawn Hindy joined at 2:14pm
Jim Johnson
Kate Kinnear – via phone
Carrie Lingo
Susan Nottingham
Tina Reinprecht joined at 2:27pm
Rene Zelkin

Staff

Steve Locke, Executive Director
Janet Paden, CFO and Secretary to the Board – via phone
Simon Hoskins, Chief Operating Officer, joined at 4:55pm
Craig Parnham, WNT Head Coach, joined at 4:55pm
Laura Darling, Director, Sport Performance & Olympic Development, joined at 4:55pm
Liz Tchou, Sr Manager Sport Development, joined at 4:55pm
Chris Clements, MNT Head Coach, joined via phone at 7:11pm

Guest

Peter Davis, Consultant, joined at 6:30pm

Saturday, November 30, 2013

2:00pm – 8:00pm EST

1. The meeting was called to order at 2:08 by Rene Zelkin
2. Roll Call – Janet Paden
3. **Motion made by Jim Johnson and seconded by Billie Ahluwalia to approve the agenda.** (May need to move around a bit due to timing of when people are available.)
 - 8 in favor
 - 0 opposed
 - 0 abstentions
 - The Motion is Unanimously Approved

4. **Motion made by Jim Johnson and seconded by Billie Ahluwalia to move into Executive Session at 2:12pm. (Steve Locke left the room, and Janet Paden hung up)**

8 in favor
0 opposed
0 abstentions
The Motion is Unanimously Approved

5. **Motion made by Tina Reinprecht and seconded by Shawn Hindy to move out of Executive Session at 4:39pm.**

10 in favor
0 opposed
0 abstentions
The Motion is Unanimously Approved

Steve Locke and Janet Paden re-joined the meeting at 4:45pm.

Break until 5:00pm.

6. Women's High Performance Report – Craig Parnham (see attachment).
7. Regionalization – Simon Hoskins (see attachment). Discussion revolved around regions, timing of the rollout in the regions, and camps. Need more accountability with umpires and need to grow umpires. This regionalization allows us to support the RUCs; we don't have this support right now.

Kathryn Carson left the meeting at 6:41pm.

8. Boy's and Men's Program – Peter Davis (see attachment). Discussion regarding Chris' involvement in this presentation, and his knowledge of the New Zealand structure. Need to capitalize on clubs and school structure.

9. **Motion made by Shawn Hindy and seconded by Mary Berdo to adjourn the meeting at 8:12pm.**

9 in favor
0 opposed
0 abstentions
The Motion is Unanimously Approved



USA Field Hockey
Board of Directors Meeting Agenda
Doubletree Hotel West Palm Beach – Airport
Meeting Room: Ballroom

Call in: 888-387-8686 Conference ID #: 7333496877 Moderator Pin: 1248

Present, December 1, 2013

Billie Ahluwalia – via phone
Mary Berdo
Kathryn Carson joined at 8:58am
Shawn Hindy
Jim Johnson
Kate Kinnear – via phone
Carrie Lingo
Susan Nottingham
Tina Reinprecht
Rene Zelkin

Staff

Steve Locke, Executive Director
Janet Paden, CFO and Secretary to the Board – via phone
Simon Hoskins, Chief Operating Officer
Laura Darling, Director, Sport Performance & Olympic Development
Liz Tchou, Sr Manager Sport Development, joined at 8:45am
Meagan Connolly, Fundraising Manager, joined at 8:45am

Sunday, December 1, 2013

8:00am – 12:00pm

1. Call to Order – Rene Zelkin 8:06am
2. Roll Call – Janet Paden
3. **Motion made by Jim Johnson and seconded by Tina Reinprecht to move into Executive Session at 8:06am. (Steve Locke, Laura Darling and Simon Hoskins left the room, and Janet Paden hung up)**
 - 9 in favor
 - 0 opposed
 - 0 abstentions
 - The Motion is Unanimously Approved
4. **Motion made by Jim Johnson and seconded by Billie Ahluwalia to move out of Executive Session at 8:28am.**
 - 9 in favor
 - 0 opposed

0 abstentions
The Motion is Unanimously Approved

Steve Locke, Laura Darling, Simon Hoskins and Janet Paden re-joined the meeting at 8:30am.

5. **Motion made by Shawn Hindy and seconded by Jim Johnson to approve the November 12, 2013 meeting minutes.**

7 in favor
0 opposed
0 abstentions
The Motion is Unanimously Approved

6. Bylaws and Articles of Incorporation – Steve Locke. There is inconsistency between the two documents. Only the voting membership, according to the Articles of Incorporation, can change the Bylaws. The Articles of Incorporation trump the Bylaws. Attorneys made recommendations as to suggested revisions – see attached. We need the voting membership to give the Board the right to change the Bylaws. Request that a Bylaw resolution be put to the membership. Keep up on the website for 45 days, then allow time for voting (no specified time limit).

Motion made by Tina Reinprecht and seconded by Jim Johnson: the Board authorizes Colorado staff to provide to voting members the documents to change or make revisions to (the Articles of Incorporation and Bylaws). Board will review/approve prior to being sent out to voting membership.

9 in favor
0 opposed
0 abstentions
The Motion is Unanimously Approved

7. Hall of Fame & Board of Trustees update – Meagan Connolly

- a. Scheduled for April 2014; moving from Ursinus to The Nook - see attachments
- b. Winter Ball December 14 at the Nook, having auction items, very high end items; sit down dinner, national team player at every table. Cocktail attire.
- c. Board of Trustees has officially launched; see attachment. Currently have 4 committed, and one more pending. These people need to be actively fundraising and will manage the foundation (haven't elected officers of the Foundation yet). Meagan to send the Board the Bylaws of the Foundation.
- d. Online auctions discussed.

Kathryn Carson joined at 8:58am.

Break from 9:30 to 9:40am.

Liz Tchou left at 9:40am; Meagan Connolly left at 9:45am.

8. Year-to-Date Finance Report and 2014 Budget – Billie Ahluwalia and Janet Paden. See October variance report. Discussion around the budget questions that were posed by the Finance and Audit Committee. Discussion on the change in staffing from 2013 to 2014. The Board wants to explore adding a specific Human Resources position (Rene and Kathryn to have discussion with Janet to determine exactly the HR functions currently being done); Tina Reinprecht wants more information on the regionalization concept, and what the job descriptions looks like. Board/F&A

need contract and job description for Coach Education Director position, as well as all staff job descriptions. Lengthy discussion about how to fund a Technical Director for High Performance. It was agreed to wait to approve the 2014 budget until the next call, (call will be held Wednesday, December 11th at 9pm EST).

9. No reports from individual committees, except the Athlete Advisory Committee by Carrie Lingo. USFHA doesn't own the intellectual rights of the athletes. Nook FH club director asking athletes to be exclusive.
10. Safe Sport – Steve Locke. This program launched today.
11. ED Evaluation- Kathryn Carson and Rene' Zelkin are working on it.
12. Executive Director Report – Steve Locke - see attachment
13. The Nook – Steve Locke. We are defining relationship with Nook staff; Patrick and Simon have weekly meetings, and more frequently as necessary.
14. Proposed meeting dates for 2014- Rene' Zelkin.
 - After Festival 2014: AGM perhaps Saturday evening, start the board meeting Sunday afternoon, November 30th from 2-8pm and continue Monday morning, December 1st from 8-12.
 - The 4 Nations will be held Feb 12-16 at the Nook. Will look at the schedule, but perhaps have the meeting February 14th and 15th in Lancaster, PA.
 - Proposed weekend of May 3rd in Colorado Springs.
15. Steve Locke discussed that Colorado Springs will be looking at new offices this week (possibly gratis in part). Shawn brought up the fact that in an effort to introduce more adult events, USFHA is charging the same amount as other club teams, and are playing on grass (instead of turf).

Billie left at 12:12pm.

16. **Motion made by Jim Johnson and seconded by Tina Reinprecht to adjourn the meeting at 12:14pm.**
 - 9 in favor
 - 0 opposed
 - 0 abstentions
 - The Motion is Unanimously Approved