



**USA Field Hockey  
Board of Directors Meeting Minutes  
Sheraton Crescent Hotel, Phoenix AZ**

**Present, November 26, 2011**

Billie Ahluwalia  
Jennifer Averill  
Patrick Cota – via phone  
Anthony Gulotta – arrived at 8:47am  
Jim Johnson  
Kate Kinnear – via phone  
Susan Nottingham – via phone  
Tej Singh  
Pamela Stuper, Chair  
Randy Sundeen  
Carla Tagliente  
Rene Zelkin – via phone

**Staff**

Steve Locke, Executive Director  
Janet Paden, Director of Finance and Secretary to the Board  
Simon Hoskins, Director of Marketing – arrived at 12:40pm  
Laura Darling, Managing Director, Olympic and Athlete Development

**Saturday, November 26, 2011**

8:00am – 4:00pm MT

1. Call to Order – Pam Stuper
2. Roll Call – Janet Paden
3. **Motion made by Pam Stuper and seconded by Jim Johnson to approve agenda.**

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

The approval of 11/14/11 meeting minutes was moved to the afternoon.

4. Report from the Chair. Looking forward, we need to make progress December through August. We have a balanced budget and have reserves. It represents an improvement in Men's High Performance, Futures, a commitment to youth development and Fundraising. We have had a greater Board presence, and assisted with task forces and committees. 2012 is a year we have vision, move towards our 2020 strategic plan, and be a board that generates ideas.
5. Executive Director Report. See attachment.
6. The Bylaws Committee is working on changes to the current bylaws, but they have not been modified in final form yet. The goal is to finish modifications by end of year and have ready for board vote by February 2012 meeting. There will be a meeting of the Bylaws Committee on December 5<sup>th</sup>, at 5:30PST.
7. Code of ethics. See attachment. Janet Paden will move everything to one form and send out to all board members to complete for 2012.

**Motion made by Jim Johnson to accept the code of ethics and seconded by Billie Ahluwalia.**

11 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

Tom and Karen Harris arrived at 8:42am.

**Annual General Meeting began at 9:00am:**

Welcome Tom and Karen. We appreciate your enthusiasm and for being here. The board members were each introduced.

Pam reviewed her Chair report. 2011 has been an exciting year with favorable Pan Am results for both the men and women. The strategic plan is underway; we've taken a total assessment of the program, have had task forces and committees, and have recognized what's going well and what changes need to be made. We had a balanced budget and are able to grow our reserves. National Club Championship was new in 2011, and in 2012 we will add qualifiers to this event. Rachel Dawson and Maren Ford have created an alumni group of past and present players at the NCAA championships. Harrow hosted an event – the entire team, staff and others were there. This was an incredible time with current and former players. We will try this with the men's team as well. Need to improve futures, men's, fundraising, and youth development. We have had great communication with the membership.

Steve Locke discussed some new initiatives in the 2012 budget. As a result of a recent task force, our proposed budget is to invest \$258K in youth development, and heavily in our umpire program (\$115K). These are huge steps forward for USA Field Hockey.

**Adjourn from AGM at 9:16am**

Break at 9:16am until 9:30am.

**Motion made by Pam Stuper and seconded by Carla Tagliente at 9:30am to move into executive session.**

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

**Motion made by Pam Stuper and seconded by Tej Singh at 10:26am to move out of executive session.**

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

**Motion made by Pam Stuper and seconded by Jen Averill to approve the Women's National Team Assistant Coach contract.**

10 in favor  
1 opposed  
1 abstention  
The Motion is Approved

8. PAHF Congress and Pan Am Games:

Steve – typically the U.S. is left out of the Congress, but not in this case. Aaron Sher was voted into the Secretary General position. Overall, great Pan Am games.

Pam – there are 12 seats in the Congress, 3 of which are filled by Americans. Pam Hixon, Aaron Sher (Secretary) and Pam Stuper are the three Americans. They are four year seats. Pam Hixon is in her second year, and Aaron and Pam Stuper have just been elected. Aaron Sher should provide updates to the Board.

The FIH Board Meeting was the first weekend in November. Host and dates for 2012 Olympic Qualification tournaments – men: in India, Ireland and Japan. Our men will go

to India. Women will be in India, Belgium and Japan. The World League is starting to take shape. Depending on your ranking, you'll have a buy for the first round or the second round. We moved to 10<sup>th</sup>, Argentina to 2<sup>nd</sup> and Netherlands to 1<sup>st</sup>. The South African government didn't support their automatic qualification into Olympic games. If they don't take it, it goes to Argentina (#2 ranked and hasn't made it in automatically). SA now goes into a qualifying tournament to play some of the top ranked teams to try to get in. They'll go to India and have tough competition.

9. U12 Development – see attachment.

10. 2012 Budget. Steve Locke discussed budget assumptions – see attachment. The Finance & Audit Committee has all of the detailed budget files and will review in the next two weeks.

**Motion made by Billie Ahluwalia and seconded by Carla Tagliente to give authority to staff to hire Women's National Team Assistant Coach.**

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

**Motion made by Billie Ahluwalia and seconded by Randy Sundeen to give authority to staff to hire Men's Head Coach.**

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

**Motion made by Billie Ahluwalia and seconded by Tej Singh to give authority to staff to hire the Youth Development Manager.**

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

**Motion made by Billie Ahluwalia and seconded by Rene Zelkin to give authority to staff to hire the National Umpiring Technical Manager.**

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

At 12:30, Susan Nottingham, Rene Zelkin and Kate Kinnear are on the phone. Jen Averill and Carla Tagliente left at noon.

**11. Motion made by Pam Stuper and seconded by Rene Zelkin to approve the November 14, 2011 meeting minutes.**

9 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

**12. Motion made by Pam Stuper and seconded by Jim Johnson to approve the May 21, 2011 executive session meeting minutes.**

6 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

13. Discussion surrounding the possible transformation of the Foundation into a proactive fundraising arm for USAFH. Pam met with Christine Hunsicker last week, and Tej will arrange a face to face meeting with her in December. We need to be proactive to be successful. Other NGBs require an annual financial commitment to be part of the foundation.

Pat Cota and Anthony Gulotta joined meeting via phone at 12:45pm.

Jen Averill joined via phone at 1:00pm.

14. 1:00pm – presentation from Mike Daly with Ludus regarding Olympic packages.

Anthony Gulotta joined at 1:05pm.

15. 1:20 – discussion continued regarding Fundraising and the need to hire a person to spearhead this for USFHA.

Anthony Gulotta arrived in person at 1:30pm.

**Motion made by Randy Sundeen and seconded by Tej Singh to give authority to staff to recruit and hire a fundraiser contractor.**

11 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

**Break at 2:15.**

16. Simon Hoskins presented two new membership categories for 2012. See attachment.

Kate Kinnear, Rene Zelkin, Jen Averill, and Susan Nottingham on phone.

**Motion made by Pam Stuper and seconded by Jim Johnson to approve two new membership categories: Friends of Field Hockey and the Temporary membership categories.**

10 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

**17. Old Business**

- a. Terry Horner, a wealthy industrialist involved in field hockey, has proposed a Home of Hockey. He is currently looking at building 2 pitches in the Camden area. He is willing to invest \$3M to start up, knowing it's a \$9-\$10M project.
- b. The Virginia Beach turf is now 10 years old; our contract states we have to financially help to replace it after 10 years. We've asked Sports Construction Group to go there and look at it to see if we need to replace it or just repair it.
- c. The Olympic celebration dinner will be June 23, at the Convention Center in VA Beach. This event will be where the names of each of the Olympians will be announced. A separate event will be a pure fundraising dinner in NY or Philadelphia mid-July, black tie event, auction items, with key coaches, board members, players, etc. Also, we have reserved 3 dates in London at USA House for Olympians and USOC partners. One event would be for friends and family; another would be a 200-person fundraiser where we recognize sponsors and partners.

Jen left at 3:09pm

- d. We need to re-institute the Hall of Fame in 2013. It should be a fundraising opportunity. Pam recommended it be every 4 years, after the Olympic year. We also need to have the players and coaches do clinics to engage the kids leading up to the Olympics.

- e. Goggle update. Tej discussed that we are still collecting data. Four pools of registry data will be collated over Christmas break. Looking at injuries without goggles over 13 years at Festival. A goggle survey was handed out at Festival this year. This is the hottest topic in the NCAA.
- f. Pam Stuper: The Heuser revocation committee met, and has received good information from John Higgins. Will report back to board with their recommendation at a future board meeting.

**18. New Business**

- a. The Executive Director evaluation needs to be an annual process. Jim Johnson had a very comprehensive evaluation to give Steve feedback. The current format is a great opportunity to be comprehensive and objective. Pam Stuper and Rene Zelkin will develop a document and send out to board for approval.
- b. The next board meeting will be at Disney, on Sunday, February 12<sup>th</sup> from 9am to 5pm EST with a board/staff dinner Saturday night. The May board meeting will be in Moorpark, scheduled around the CalCup. Date to be determined.

**Motion made by Pam Stuper and seconded by Jim Johnson to adjourn the meeting at 3:53pm.**

8 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved