



USA Field Hockey
Board of Directors Meeting Minutes
Via Teleconference

Present, July 9, 2011

Billie Ahluwalia
Jennifer Averill
Anthony Gulotta
Kate Kinnear
Susan Nottingham
Tej Singh
Pamela Stuper, Interim Chair
Randy Sundeen
Rene Zelkin

Staff

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

Saturday, July 9, 2011

11:00 AM – 2:00 PM EST

1. Call to Order – 11:00am, Pam Stuper
2. Roll Call taken at 11:02am by Janet Paden, Secretary
3. **Motion made by Randy Sundeen and seconded by Billie Ahluwalia to approve the agenda.**

9 in favor

0 Against

0 Abstained

The Motion is Unanimously Approved

4. Board Chair election – Steve Locke; votes will be collected/counted electronically by Janet Paden. Pam has been serving as interim chair. Now that we have a fully constituted board, nominations for Chair of the Board will be solicited.

Motion made by Jen Averill to nominate Pam Stuper for Chair of the Board.

9 in favor

0 Against

0 Abstained

The Motion is Unanimously Approved

Congratulations Pam! Pam really appreciates everyone's support; excited about strength of the board as a team, our passion for the sport and its continued growth and development.

5. Steve Locke discussed the arrests of two coaches within the last 48 hours. One at Stanford High School and one at the field in Chula Vista; both arrested on felony criminal charges. First case in Chula Vista was Jose Carillo from Chula Vista, he was background checked in November 2011 with a clean screen. The other man from Stanford High School is not a current USAFH member. We have notified our insurance carrier.
6. Steve Locke has been receiving letters from a variety of people complaining about HP performance and salaries of HP staff. He will send board members a copy of the letter sent in response to the complaint.
Pam noted that the Board needs to be united. The skill level and players with the women's side are really phenomenal. It is the most skilled team that we've had. The team is very disappointed with the loss to Japan in the finals of the Champions Challenge I. The men's team is very disappointed with their finish at the Champions Challenge II, but they are committed to the Pan Am games – putting life/studies on hold.
7. FIH Executive Board Meeting Recap – Pam Stuper. Once the FIH board minutes are approved, Pam will forward them onto our board. We are a key player in this game, need to make sure we stay in it, keep it at the top. She will keep the board abreast of what they talk about. Their Strategic Plan and how resources are allocated was discussed. Olympic qualification was another discussion. Some of the key issues: goggles – FIH is supporting us in the fight against goggles. There's an invested interest around the world in our sport and our success, that our grassroots program flourishes, and that we become a major player in the international hockey world.
8. Bylaw Review – Pam Stuper. Alva Serrette had emailed the Nominating Committee's recommendations prior to meeting. Pam asked the board members to review the suggested modification, with the goal of completing this project by November 2011.
9. Finance & Audit – Billie Ahluwalia. The current Finance & Audit policy was approved by the board in December 2008. The other three documents are office policies, financial, and personnel policies, written by staff; these need legal review and approval by the board. Billie will update the current F&A policy to include review and approval of sponsorship contracts in excess of \$100K, and will then send to the board for approval. The current F&A committee consists of Billie, Anthony, Pam and Carla. Billie wishes to remain Chair. Susan would like to be part of the committee too. Rene will step off this committee and move to the Member Services committee.
10. A revised Code of Ethics was sent by Simon Gray. Will put this item on the agenda for next meeting to approve.
11. Committee Reports/Updates/Assignments – Pam Stuper
 - a. Bylaws – Jim Johnson provided the initial rewrite; Rene, Pam and Randy on committee. Pam will secure a delegate from each committee to be part of the re-write. Randy will chair the committee. We also have a 5-member attorney legal working group doing gratis work. We can use them to review/craft bylaws if we want to.

- b. Advancement /Fundraising – Tej, Jim, Kate, Carla, Betty Tiner as ex officio, and Chrissy Milbauer Franklin. Susan Nottingham will be on this committee. Tej will chair the committee. Pat, Carla, and Jim will be part of this committee. Jim and Tej will talk in the next day or two to discuss ideas and decide what the right things are for this committee.
- c. Member services - trying to increase membership of alumni. We lose the athletes that had a powerful influence on young developing players. Kate shared her interest in creating a network with and between former and current national team players, World Cup and Olympic Team members. Tej proposed an annual Hall of Fame to raise funds and recognize people who give so much to the sport. Susan recommended more human interest stories on website.
- d. Rene to become the liaison to Nominating Committee; Randy the liaison to Judicial; and Anthony the liaison to Ethics.

12. Planning and Budgeting – Steve Locke - see attached.

13. Old Business

- a. Goggle Update – Pam Stuper, Tej Singh
Pam recommended a student that has played lacrosse and field hockey at Yale and training at Yale to become an orthopedic surgeon. Elizabeth “Liz” Gardner is going to be a fellow at Michigan and as part of her senior project she is gathering retrospective injury data (past 15-20 years in Field Hockey industry). Prospective data will be collected for the next two or three years. This study won’t cost us anything. We will have the retrospective data by end of 2011. Most high school athletic directors have to report any incidents on various registries. Liz is researching these registries.

14. New Business

- a. Future meeting dates – another phone or WebEx meeting is scheduled for two hours on Sunday the 11th of September at 7pm EST.
- b. Steve Locke will order clothing for the Board so they are easily identifiable at events. Board members may be asked to present awards. Each board member will let Steve know which events they will be attending for the remainder of 2011.

15. Motion made by Pam Stuper and seconded by Billie Ahluwalia to adjourn meeting at 1:54pm.

9 in favor

0 Against

0 Abstained

The Motion is Unanimously Approved