



USA Field Hockey
Board of Directors Meeting Minutes
Washington Marriott Wardman Park Hotel
Meeting Room: Wilson A & B

Present, May 21, 2011

Billie Ahluwalia
Anthony Gulotta
Kate Kinnear
Tej Singh
Pamela Stuper, Interim Chair
Randall Sundeen
Carla Tagliente (left at 1:45pm)
Rene Zelkin (left at 12:50pm)

BOD on phone

Jennifer Averill
Pat Cota

Guest

Jim Johnson, USAFH member
Bobby Issar, USAFH member representing clubs
Jenna Ries, USAFH member representing clubs (arrived at 3:08pm)

Staff

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

Saturday, May 21, 2011

8:00 AM – 5:00 PM

1. Call to Order – 8:00am, Steve Locke
2. Roll Call, Janet Paden, Secretary
3. It was recognized that a Chair of the Board should not be selected until a full board is constituted. Nominations were asked for an interim chair.

Motion made by Carla Tagliente and seconded by Billie Ahluwalia to nominate Pamela Stuper as Interim Chair.

10 in favor

0 Against

0 Abstained

The Motion is Unanimously Approved

4. Motion made by Pam Stuper and seconded by Tej Singh to approve the agenda.

10 in favor

0 Against

0 Abstained

The Motion is Unanimously Approved

5. Numerous agenda items were included as part of training for the three new board members in attendance. See below.
6. Pam Stuper asked Jim Johnson to give an overview of a governance board, as well as speak to recent board history.
7. Steve Locke spoke on the relationship with the USOC. They are a resource with a lot of expertise and have a vested interest in USFHA as an organization. They provide both financial services as well as other tangible services.
8. Pam Stuper, Billie Ahluwalia and Rene Zelkin spoke on the relationship with the FIH, USFHF, USMFHF, NCAA, NFCA, and NFHS. A robust discussion regarding the recent NFHS goggle requirement ensued. Tej Singh recommended that a medical student could do a study on injuries, concussions, etc. both pre- and post- the decision, and perhaps this analysis could reverse the NFHS decision in subsequent years.
9. Jim Johnson was asked to speak on the bylaws. Several clarifications need to be made. Each Board member was asked to review the bylaws and submit changes to Steve Locke. Jim Johnson agreed to do the initial re-write. Randy Sundeen will then assist with revising bylaws. Rene Zelkin and Pam Stuper will be on this committee assisting Randy.
10. The Strategic Plan was discussed by Steve Locke, and how it relates to the Business Plan. The Business Plan will be completed within the next two weeks. We will use both of these as tools for the upcoming 2012 budget preparation.
11. Pam Stuper asked Jim Johnson to speak on lessons learned and key issues moving forward. Board members also shared their perspectives.
12. Executive Director Report was given by Steve Locke – see attachment.

Motion made by Pam Stuper and seconded by Randy Sundeen to support Steve Locke's recommendation for staff revenue shares up to \$20,000 lump sum, upon meeting a threshold level of a minimum of \$120K net income at the conclusion of Fiscal Year 2010. To be

distributed to USA Field Hockey non-contracted employees employed as of December 31, 2010, equally allocated from the \$20K based on their term of service in 2010.

10 in favor

0 Against

0 Abstained

The Motion is Unanimously Approved

13. Discussion regarding the Advancement Committee. We need to start planning a major fundraiser for London. Having Board members make the calls for the Beijing and Beyond campaign made a huge difference. Tej Singh recommended changing the name of this committee to the Philanthropy Committee. Committee members include: Tej Singh (interim chair), Pat Cota, Kate Kinnear, Carla Tagliente, Chrissy Milbauer Franklin (USAFH member), Jim Johnson (ex officio), and Betti Tiner (ex officio).
14. Technical Director Report was presented by Terry Walsh, contracted Technical Director for High Performance. See attached report.
15. Member Services Committee – no report. Committee members include Jen Averill, Pat Cota and Rene Zelkin. Rene was appointed interim chair.
16. Finance and Audit Committee. Anthony Gulotta was added to committee. Anthony is an independent board member with financial expertise.
17. Club Presentation by Bobby Issar. See attached report.
18. Ethics Committee Report provided by Simon Gray. See attached report.
19. Nominations Committee Update given by Steve Locke. Committee will provide new slate of five nominations after either (1) re-soliciting candidates, (2) using the current 25, or (3) removing one person from the slate of 6 that was presented during the February 2011 election.
20. Old Business :
Motion made by Pam Stuper and seconded by Rene Zelkin to list the Colorado Springs National Office for sale.
10 in favor
0 Against
0 Abstained
The Motion is Unanimously Approved
21. New Business:
Future meeting dates. The three vacant At-Large Director seats will be voted on during a WebEx meeting in June. Board meeting via WebEx on Saturday, July 9th. Annual General Meeting on Friday, November 25th, and board meeting via WebEx on Saturday, November 26th in Phoenix.
22. **Motion made by Pam Stuper and seconded by Kate Kinnear at 4:10pm to move into Executive session.**
8 in favor
0 Against

0 Abstained

The Motion is Unanimously Approved

23. Motion made by Pam Stuper and seconded by Kate Kinnear at 4:47pm to leave executive session.

8 in favor

0 Against

0 Abstained

The Motion is Unanimously Approved

24. Motion made by Anthony Gulotta and seconded by Randy Sundeen at 4:50pm to adjourn the BOD meeting.

8 in favor

0 Against

0 Abstained

The Motion is Unanimously Approved

Adjournment: 4:50pm