



**USA Field Hockey  
Board of Directors Meeting Agenda  
Via Teleconference**

**Present, October 2, 2011**

Billie Ahluwalia  
Jennifer Averill (left at 9:17pm EST)  
Patrick Cota  
Anthony Gulotta  
Kate Kinnear  
Susan Nottingham  
Tej Singh  
Pamela Stuper, Chair  
Randy Sundeen  
Rene Zelkin

**Staff**

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

**Sunday, October 2, 2011**

8:00PM – 10:25PM EST

1. Call to Order – Pam Stuper
2. Roll Call – Janet Paden
3. Vote on Agenda – Pam Stuper

**Motion made by Pam Stuper to approve agenda but to change the order as follows: discuss #5, 6 and 7 first, and then move to #4 and finish with #8. Susan Nottingham seconded the motion.**

10 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

4. Approval of Policies – Billie Ahluwalia.

The policies are currently under legal review. Once legal review is complete, we can have electronic approval process.

5. Code of Ethics – Simon Gray (attachment)

One change to be made – all employees should sign this.

6. Old Business

a. PAHF Nominations – Pam Stuper

Discussion about how nominees are chosen. Also, requested that each of the nominees prepare a report for the Board (via Steve Locke) to keep communication going.

b. Goggle update – Steve Locke

This is the first academic year that it is mandatory to wear goggles in high school. There is a newly created website called [goggleinjury.com](http://goggleinjury.com) for athletes, parent, coaches, etc to report injuries relating to the new goggle requirement. There is also a hint that NCAA is considering goggles for college play.

There needs to be a raised awareness of the seriousness of this issue. Everyone is strongly encouraged to use their networks to get the word out about the potential injuries associated with this requirement.

7. Budget Discussion – Steve Locke

- a. USOC Allocation
- b. Approval to employ WNT Assistant Coach
- c. Men's High Performance
- d. Under-12 Development
- e. Umpire Technical Director plus Regional Umpire Coordinators (RUCs)

The 2012 budget has been built and balanced, with the caveat that the USOC allocation for 2012 remains equal to that of 2011. We are meeting with USOC Tuesday at 4pm to review and discuss our allocations.

There are additional asks for a WNT Assistant Coach, U-12 development of \$81K, and RUCs to help recruit umpires. We should know by the end of this week what our budget will look like.

The F&A Committee is expecting to receive the individual detailed budget files with assumptions no later than October 17th. Steve will prepare a narrative, outlining goals and objectives. This will give the Board sufficient time to review before the November board meeting.

**Motion made by Pam Stuper and seconded by Rene Zelkin to move into executive session at 9:29pm EST.**

9 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

**Motion made by Pam Stuper and seconded by Rene Zelkin to move out of executive session AT 10:17pm EST.**

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

8. New Business

- a. Future meeting dates:
  - i. Teleconference meeting on Monday, October 10<sup>th</sup>, at 8pm EST to discuss budget and perhaps changes to ethics policy as discussed.
  - ii. Phoenix board meeting will be held on Saturday, November 26<sup>th</sup> 8am to 6pm at Sheraton Crescent hotel. The Annual General Meeting (AGM) will be held in the morning.

9. **Motion made by Pam Stuper and seconded by Rene Zelkin to adjourn the meeting at 10:25pm EST.**

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