



Board of Directors Meeting

In Lancaster, PA

Saturday, June 22, 2019

Alex Grassi *(left the meeting at 10:50am EST)*

Bree Gillespie

Cathy Bessant

Chip Rogers

Dan Friedberg

Kathy Schiller

Lauren Crandall

Mark Vittese

Richard Hayden

Roberta Page

Staff

Simon Hoskins, Executive Director

Janet Paden, CFO *(left the meeting at 11:00am)*

Danielle Beaman, Secretary

Ron Hawley, Ethics Committee Member *(left the meeting during Executive Session)*

Lisa McCoy, Director of Programs *(Arrived to meeting at 1:30pm, left at 2:06pm)*

Steve Horgan, Director of Umpiring *(Arrived to meeting at 1:30pm, left at 2:06pm)*

Sally Goggin, National Development Director *(Arrived to meeting at 2:00pm, left at 3:00pm)*

Craig Parnham, Director of Coach Education and Learning *(Arrived to meeting at 2:00pm, left at 3:00pm)*

Phil Edwards, Senior Manager of Jr. High Performance *(Arrived to meeting at 1:09pm, left at end of meeting)*

Saturday, June 22nd

8:12am – 4:16pm EST

1. Call to Order – Bree Gillespie
2. Round table introductions
3. Board Welcome – Simon Hoskins
4. Strategic Plan Review – Bree Gillespie & Simon Hoskins
 - a. Operating Plan Q1 2019 Report – gave a brief introduction into the design and creation of the Strategic Plan and the importance of continuing along with the plan. Recommendations have been made by legislature regarding changes to our bylaws and practices overall.

Motion made by Mark Vittese and seconded by Roberta Page to move into Executive Session at 8:54am EST to discuss Resource Allocation.

Motion made by Lauren Crandall and seconded by Roberta Page to move out of Executive Session at 11:00am EST.

Janet left the meeting at 11:00am EST.

5. Governance – Bree Gillespie – Presented information to the board regarding the confidence that is felt in regard to our compliance; low and high points. Discussion on the points. May also involve bylaw revisions.
6. ED Update – Simon
 - a. Program Updates – Discussion around updates within the MNT and the WNT. The JMNT are headed to Holland soon for training and will meet with the MNT while there as well.

Motion made by Chip Rogers and seconded by Lauren Crandall for the implementation of an exit interview strategy committee for national outdoor team programs by July 15, 2019. All in favor.

Adjourned for lunch at 12:14pm EST.

Meeting resumes at 12:30pm EST.

7. A report was presented by Gary Smallshaw of Sports Facility Advisors into the business and what SFA does for organizations. Presented documents for review; explanation of the Letter of Interest and Economic Forecasts (based on 5 years). Explanation on data that is provided on supporting documents.

Phil Edwards arrived to the meeting at 1:09pm EST.

Gary Smallshaw left the meetings at 1:17pm EST.

Lisa McCoy and Steve Horgan arrived to the meeting at 1:30pm EST.

8. Serve Members – Lisa McCoy
 - a. Pro League – Presented the many challenges that we faced with HPL.
 - b. Futures – Discussion on the program and overall effect on the organization.
 - c. Events and Club Services – Discussion on possible adaptations.
9. Umpires – Steve Horgan
 - a. Working with the NCAA trying to merge training and services. We have umpires that have travelled internationally to work at various events.

Sally Goggin & Craig Parnham arrived to the meeting at 2:00pm EST.

Lisa McCoy and Steve Horgan left the meeting at 2:06pm EST.

10. Grow the Game Update – Sally Goggin
 - a. ADM Module discussion. Will be collaborating with other NGB's in the future to expand the sport and learn more from the other organizations. A brief introduction into Walking Hockey.
 - b. LA28 – Update on the committee's progress and development. Presented more options to spread the sport. Field Hockey is being played in 25 states.

Sally Goggin left the meeting at 3:00pm EST.

11. Succeed Internationally – Craig Parnham
 - a. Coach Education – Presentation on coaching courses and the practicality of the trainings.
 - b. JHP – Phil Edwards – Overview of the program for the past 8 months and plans for the future of the program and players. Discussion on possible reforms to the original program.

Motion made by Cathy Bessant, seconded by Kathy Schiller to adjourn the meeting at 4:16pm EST. All in favor.



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Roberta Page

Staff

Simon Hoskins, Executive Director

Janet Paden, CFO

Danielle Beaman, Secretary

Ron Hawley, Ethics Committee Member

Sunday, June 23rd

8:17am – 11:18am EST

1. Call to Order – Bree Gillespie
2. Roll call – Danielle Beaman
3. Foundation Report – Kathy Schiller
 - a. Two new trustees have joined the Foundation. Trustee giving was at 100% for 2018. Provided insight into what the Foundation is doing, the revamp of Fundraising techniques, and the impact that the Foundation hopes to make on the sport and the organization. Challenge to board to donate.
4. USOC Compliance Report – Simon Hoskins
 - a. Discussed the USOC audit and its recommendations on areas that they found us deficient in.
5. Bylaws Discussion/Vote
 - a. Reviewed the changes, recommended by the USOC, that need to be made to the bylaws. Discussion on the findings. Questions will be sent to the USOC for further clarity.

Motion made by Kathy Schiller and seconded by Mark Vittese to start the revision process of our bylaws, starting the 30-day window at 9:22am EST. All approved.

6. Big Stadium Hockey – Simon Hoskins - Showed a video of England's mobile pitch that can be laid down over an existing surface for temporary hockey.

7. Committee Reports

- a. Ethics Committee – Bree - No cases to report currently. Ron Hawley, chair candidate, introduced himself.

Motion made by Roberta Page, seconded by Kathy Schiller to nominate Ron Hawley as Chair to the Ethics Committee at 9:38am EST. All approved.

- b. Judicial Committee – Bree - No cases to report at this time.
- c. Center for Safesport – Simon - Discussion on the changes/updates being made at the Center for Safesport.
- d. WNT Retention – Lauren – Discussed the procedure they have set in place for exit interviews with national team players leaving USAFH.

8. PAHF/FIH Update – Simon

- a. 2022 and 2024 Structure – Explained changes being made to the points system and how points are earned; how this affects various programs for the 2020 year and onward. There will not be any playoffs in Pro League 2020 due to the May cutoff before the Olympics.
- b. Pan Am Congress – being held in Lima, Peru this August. Election being held at the congress. Junior Pan Am games were initially being held during the Women’s NCAA Tournament, this has now been moved to December - better window from our perspective. Further discussion into requirements, standings, scheduling, budget, etc.

9. Finance Report – Janet

- a. Discussed 2018 audit and the recommendations for the upcoming year with changes being made to Accounting Standards.
- b. F&A Committee will vote in the fall for the external audit firm.

10. New Business

- a. Changes Within the Game – Chip – new programs (schools and clubs) starting within the United States.
- b. Indoor National Team – Kathy S – announcements were made for the players being selected to the Men/Women’s Indoor National Team. Question on who we can use for our uniforms and the proper procedure for announcing the head coach for the Indoor Team.
- c. USOC Assembly – Bree – taking place in the fall. Attended by CEO and Board Chair.
- d. Upcoming Meetings/Calls – Bree – went over the dates for the calls and meetings for the remainder of the year.

Motion made by Roberta Page, seconded by Cathy Bessant to adjourn the meeting at 11:18am EST. All in favor.