



Extended Board of Directors Meeting
Via Teleconference

Friday July 22, 2022

2:04 pm – 5:40 pm EST

Board Members

Alex Grassi (Joined the call at 3:07pm)
Bree Gillespie (Joined the call at 3:32pm)
Cathy Bessant
Chip Rogers
Christie Smith
Dan Friedberg (Left the call at 5:20pm)
Jeanne O'Brien
Karissa Niehoff (Left the call at 3:46pm)
Lauren Crandall
Mark Vittese (Joined the call at 2:08pm)
Melissa Gonzalez (Joined the call at 4:40)
Mike Barminski
Richard Hayden
Ron Hawley
Will Holt (Left the call at 5:28pm)

Staff

Simon Hoskins, CEO (Left the call at 4:29pm)
Janet Paden, CFO (Left the call at 4:30pm)
Danielle Beaman, Secretary (Left the call at 4:31pm)

William Rappolt, Foundation Chair (Left the call at 4:29pm)
Liz Sanders, Director of Futures (Joined the call at 3:13pm, left the call at 3:43pm)
Steve Horgan (Ret.) Director of Umpiring (Left the call at 2:18pm)

1. Call to Order: Cathy Bessant
2. Roll Call – Danielle Beaman
3. Declaration of Conflicts Solicitations – Danielle Beaman
 - a. No conflicts were presented.

Mark Vittese joins the call at 2:08pm

4. Chair Remarks – Cathy Bessant

5. Recognition – Simon Hoskins
 - a. Steve Horgan Retirement – 10+ years of service to USA Field Hockey

Steve Horgan leaves the call at 2:18pm

6. Executive Report – Simon Hoskins
 - a. ED Report – Update provided from Bill Rappolt, Chair of the Foundation.
 - b. Program Updates – Simon Hoskins – Coverage over various events currently taking place. Departmental reports being discussed today can be found on the Board site. Candidates being considered for the Director of Umpiring position and someone to fill Caitie’s position (Safesport, Governance, Membership).
 - c. South Africa won the bid for the Indoor World Cup; so, the tournament continues.
 - d. Brief discussion over the changes taking place within the FIH.
 - e. CFO Report – Janet Paden – Wrapping up on second quarter; forecasts files will be going within the next week or so. Budget preparation is rapidly approaching. Janet will provide presentation in advance of the board vote; followed up by an in person board meeting in December.
7. Performance Director Role – Simon Hoskins
 - a. This person provides long term delivery of the organization’s “Succeed Internationally” portion of the Strategic Plan. Recruitment will begin in August.
8. Hockey 5’s – Simon Hoskin
 - a. Performance Director will play a large role in deciding our involvement. Discussion amongst the board members. Participation in the 5’s program would be self-funded.

Alex Grassi joins the call at 3:07pm

Liz Sanders joins the call at 3:13pm

9. Gender Inclusion Policy – Liz Sanders
 - a. No formal policy as of late; discussions are still in progress. Committee will reconvene in August to devise a timeline for further discussions/motions.

Bree Gillespie joins the call at 3:32pm

Liz Sanders leaves the call at 3:43pm

Karissa Niehoff leaves the call at 3:46pm

10. 2021 Annual Report Review – Simon Hoskins
 - a. Report has been uploaded onto the Board site. Please send comments/approvals to Simon no later than next week.
11. Governance – Simon Hoskins
 - a. Strategic Planning – Bree Gillespie – Packets are available on the SharePoint Board site. Management team meets every quarter to track progress.
 - b. Elections – Simon Hoskins – 3 At-Large, 2 Independent, 3 Athlete Representatives are the positions available for election this year. Goal is to have the electees selected by November; elections to be held at the in-person meeting in December.
 - c. Committees – Janet Paden

- o Ethics – 4 Candidates have applied for positions; these candidates are appointed by the board of directors. An athlete representative is needed for the Nominating and Ethics committees; the AAC would need to do that.

Motion made by Chip Rogers and seconded by Jeanne O'Brien to elect the 4 candidates for the Ethics Committee at 4:12 pm EST. All in favor.

Nomination made by Jeanne O'Brien and seconded by Lauren Crandell for Ron Hawley to fill the role as Board Liaison for the Ethics Committee at 4:21pm EST. All in favor. Simon will confirm with David Peterson at the USOPC that there is no conflict with this, as Ron was prior Ethics Chair.

d. SafeSport – Janet Paden – Audit has been completed; report will be sent in August.

12. CEO Annual Review – Cathy Bessant

Motion made by Mark Vittese and seconded by Lauren Crandall to move into Executive Session to discuss the CEO Review at 4:30pm. All in favor.

Simon Hoskins leaves the call at 4:29pm

Bill Rappolt leaves the call at 4:29pm

Janet Paden leaves the call at 4:30pm

Danielle Beaman leaves the call at 4:31pm

Melissa Gonzalez joins the call at 4:40pm

Dan Friedberg leaves the call at 5:20pm

Will Holt leaves the call at 5:28pm

Motion made by Bree Gillespie and seconded by Chip Rogers to move out of Executive Session at 5:39pm EST. All in favor.

Motion made by Bree Gillespie and seconded by Chip Rogers to adjourn the meeting at 5:40pm EST. All in favor.