



**Board of Directors Meeting Minutes  
Crowne Plaza, Cherry Hill, NJ**

**Present, May 6, 2012**

Billie Ahluwalia – via phone  
Jennifer Averill – via phone  
Jim Johnson  
Kate Kinnear – via phone  
Susan Nottingham  
Tej Singh – via phone  
Pamela Stuper, Chair  
Carla Tagliente  
Rene Zelkin

**Staff**

Steve Locke, Executive Director  
Janet Paden, Director of Finance and Secretary to the Board  
Laura Darling, Managing Director, Athlete and Olympic Development

**Guests/Members**

Bobby Issar of Spirit Eagles arrived at 8:23am.

**Sunday, May 6, 2012**

8:00am – 4:00pm EST

1. Call to Order – Pam Stuper
2. Roll Call – Janet Paden
3. **Motion made by Jim Johnson and seconded by Rene Zelkin to approve agenda.**
  - 9 in Favor
  - 0 Against
  - 0 AbstainedThe Motion is Unanimously Approved

4. There were not enough members physically present to review/approve the 11/26/11 Executive Session board meeting minutes.
5. Reports:
  - a. Chair (see attached).
  - b. Executive Director report (see attached). Discussion regarding administration of staffing of High Performance.
  - c. Committee Reports:
    - i. Finance & Audit Committee report given by Billie Ahluwalia. 2011 audit has been completed and finalized; Janet to send a copy to the remainder of the board. There was one comment re: segregation of duties. Our net income is positive; we need to grow our reserve.
    - ii. Development report given by Tej Singh. He has been spending time with Meagan Connolly (Fundraising Manager) in an effort to understand her approach to fundraising. The Committee is available to help Meagan with whatever she needs. We have met the \$50K with the USOC matching grant.
    - iii. Membership report given by Rene Zelkin. Slow progress on awards; Kate Kinnear is working with Kate Reisinger on the athlete part. Hope to have a fuller report soon. Jen Averill is responsible for coach of the year. Carrie Lingo's retirement party will be on June 19<sup>th</sup> at 6:30pm in VA Beach, at Chick's Oyster Bar.
6. USFHA Policies were reviewed at the February board meeting. They will be reviewed by the F&A Committee during a phone call on Monday the 14<sup>th</sup> at 6pm PST.
7. Bylaws – revisions are being made. (Randy Sundeen is not available today.) Conference call for Bylaws Committee is set for May 21<sup>st</sup> at 6pm PST. Will post on website to solicit feedback from membership prior to board approval.
8. Steve Locke: controversy with IRS regarding classification of employee versus independent contractor. Will see if the USOC will underwrite the legal expense.

**Motion made by Pam Stuper at 8:45am to move into executive session. Seconded by Susan Nottingham.**

9 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved

Steve, Janet, Laura and Bobby left the room at 8:45am.

Tej Singh left meeting at 10:06am.  
Break from 10:50 to 11:00.  
Tej Singh joined at 11:20am.

**Motion made by Pam Stuper at 12:00 to leave Executive Session. Seconded by Rene Zelkin.**

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

Tej left at 12:04pm.

**Motion made by Pam Stuper and seconded by Tej Singh to award Steve Locke a \$15,000 bonus based on 2011 performance.**

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

9. Laura Darling gave a presentation on Home of Hockey/Alliance. See attached.

Tej joined at 12:25pm  
Board left at 12:33pm to go visit Camden site. Returned at 2pm.  
Those on the phone left at 12:30, rejoined at 2pm.  
Meagan Connolly joined at 2pm.

10. Susan Nottingham discussed the contract between USFHA and the City of Virginia Beach. The management of the facility was turned over to Hometown Sports Management. We are working with them on the fees – we bring a lot of money to them with our events. In 2011, we had 7 major events, generated \$4.2M in revenue to that area, and \$384K in tax revenue. If we don't get a good answer, we will escalate it. Tuesday morning, Susan will meet with Rick Rowe and new Parks and Recreation Director, and Assistant City Manager (Cindy Curtis). We are asking them to waive all fees.
11. Spooky Nook Sports Complex is located in Lancaster, PA. Laura and Pam were shown the area this past Friday. This is happening with or without us. July 2011, the idea was generated, anticipating completion June 2012. Inside, the warehouse in January 2013 will be hosting a huge volleyball event. Fields will be done June 2013. It will host multiple sports for indoor sports, as well as on the fields. It will have two field hockey, water-based astroturf pitches, with a dome over them. Other fields will be for soccer, lacrosse, etc. It is a huge venue. Steve and Terry will be meeting with them in Chula Vista May 16<sup>th</sup>.

Simon joined 2:21pm.

12. Simon Hoskins provided an update on TV/Media and Sponsorship progress. Glo Professional and Harrow Sports are in our premier partner category. Over the last year, Harrow has had a multitude (and variety) of contracts, ranging from being the presenting sponsor of National Club Championship to being heavily involved in Fundamental Field Hockey. Their sister company is glo Professional, a high-end skin care company. They are in 28 countries, many millions of dollars, and target the more affluent 30-55 clientele (Field Hockey moms). They are looking to build brand awareness. They are also involved in the sun safe play program. Lauren Crandall is the ambassador for this program. The STX contract is still in the works. Carrie Lingo will be their brand ambassador. Musco (FIH partner) will be providing the lighting at Virginia Beach this summer.

Tej joined at 2:32pm.

Jim Johnson left at 3:00pm.

13. Megan Connolly gave a Fundraising report. See attached.

Susan Nottingham left at 3:06pm.

Susan Nottingham called in at 3:20pm.

14. Olympic Celebration Plans – Laura Darling and Simon Hoskins. Olympic Celebration Dinner will be in VA Beach June 23<sup>rd</sup> at Convention Center (proposed attendance 2,000 – 800 athletes, about 1,200 parents). We are inviting government officials in VA, President and Mrs. Obama, Congress of VA area, Board, past Olympians, and sponsors. During dinner the Olympic team will be announced. There will also be a silent auction at the event.

Susan Nottingham left at 3:38pm.

15. Fundamental Field Hockey report – see attachment.

16. Boys task force/franchising option. See attachment.

The task force is having trouble resolving the issue of development for boys field hockey in the U.S. One option is franchising. We would be selling franchises to entrepreneurs to demonstrate profitability.

Bobby Issar (participates on the task force): There are holes in the program; we need to change the culture and get boys (U12) to realize it's an Olympic sport, not just for females. The Moorpark model is very successful, as is Stanford; the east coast doesn't have much if any boys field hockey.

Tej Singh recognized that by the time the kids get to be 12-13, they quit playing because there's nothing/nowhere to go for them. We need to build an infrastructure but it will take money.

Final report of task force is due in about 2 weeks. We will use it as instrument in developing budget for next year. The ask is about \$200K.

**17. Old Business – none.**

**18. New Business:**

- a. Upcoming Meetings:
  - i. Phone meeting on July 1<sup>st</sup> 9am EST. 3 hour meeting.
  - ii. Another phone meeting on September 9<sup>th</sup> at 7pm EST.
  - iii. November meeting and AGM November 13<sup>th</sup>, Tuesday at OTC Chula Vista (waiting for feedback).
- b. Athlete rep submissions – Kate Kinnear. Ask F&A Committee for money for recognition and awards for athlete recognition.

**19. Motion made by Pam Stuper and seconded by Rene Zelkin to adjourn the meeting at 4:35pm EST.**

7 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved