



**Board of Directors Meeting Minutes
Via Teleconference**

Present, November 29, 2012

Billie Ahluwalia
Jennifer Averill
Jim Johnson – joined at 9:30pm
Kate Kinnear
Susan Nottingham
Tej Singh
Pamela Stuper, Chair
Randy Sundeen
Carla Tagliente – joined at 9:10pm
Rene Zelkin

Staff

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

Guests/Members

Simon Gray joined at 9:30pm EST

Thursday, November 29, 2012

9:00pm – 10:30pm EST

1. Call to Order – Pam Stuper
2. Roll Call – Janet Paden
3. **Motion made by Pam Stuper and seconded by Randy Sundeen to approve remaining agenda items from last Sunday's meeting, with the addition of new information regarding the bylaws.**
 - 8 in Favor
 - 0 Against
 - 0 AbstainedThe Motion is Unanimously Approved

4. Steve sent response from Judicial Committee to the Board, regarding the recent election issues that were brought up during the recent AGM. There is a dispute regarding who can make Bylaw changes, within the articles and bylaws. Legal opinion from HRO offices indicates that in the state statute, both entities could actually change bylaws. Need a change in the articles of incorporation that reflects that the board can change the bylaws. There are certain instances in which the membership should/could change the bylaws – Steve will work with new board member Kathryn Carson to see if she can help with the legal language. Then at next physical meeting, can present to the board for review/approval.
5. Steve – during the recent AGM, a resolution was made by Mike Wagoner and Kevin Parker to set aside the results of the umpire election. Curt Hamakawa’s legal opinion is it’s an issue for the board to determine. Perhaps at the next meeting, the board can determine if the election shall stand, based on the sequence of events that USAFH followed with the recent election. Another concern was who can vote for umpire and coach members – we have said that lifetime members have to upgrade to either umpire or coach membership to have a vote. If this needs to be modified, this could affect the recent election, and future elections.
Pam – give board members a chance to look through the sequence of events that was sent to Curt Hamakawa and then take a vote as to the election. Steve to send email with resolution needed from the Board.
6. Item 2.3 of agenda – Tej. Education program for new board members. Bi-weekly presentation with new board, an hour during a week night, video conference, on select topics (history of board, CEO today, CEOs of the past, USOC, NCAA and USFHA relationship; USFHA staff/duties; USFHA Finance 101; key initiatives for 2013, 2012 accomplishments; umpiring; culture; philanthropy and sponsorship). Board/staff members could give these talks. Rene is happy to help. Billie – what’s plan for first meeting – orientation? Steve – fundamental training and will provide books. Perhaps Tej’s recommendations are all incorporated into the first board meeting.
7. Item 2.4 of the agenda: Athlete Recognition and gifts from the board – Tiki. Asking every board member to contribute to show 100% participation. Can present at next meeting with the new members. Wants to continue the tradition – much deserved and appreciated by the athletes. We can make this part of the new Board packet.
8. Simon Gray discussed the Master’s Program and the Master’s World Cup – see attachments. Looking for board approval to proceed, at least in the short term. Pam will call Simon next week to discuss next steps. Steve and Pam thanked Simon for the time and effort he has committed to the Ethics Committee during his time as Chair of this Committee. Simon left at 9:45pm.
9. Steve – will be forming an Adult Play Task Force. Will announce this next week in his weekly report, soliciting interested people. It will be oriented around Master’s play. On the elite side, there will be the creation of a league, and then a recreational side creating opportunities to play throughout the nation. Rene would like to be the board liaison to this task force.
10. Item 3.1.2 of the agenda: HP Assessment Final Report – Steve. Is self-explanatory; Peter in Phase 2 will work on the pipeline on the men’s side. Steve will review executive

summary and determine if it will be published to membership/players. Tiki will check with players to see if they're expecting any follow up.

11. Item 3.6 of the agenda: Committee reports. In the future, committee members need to turn in a report to board members. Rene – PAHF Congress; invited to main meeting – important to grow hockey; more opportunities to play. Umpire meeting – operational plan for the year; assessed every umpire and their path for improvement and opportunities. Very good meeting; plan in place for upcoming year.
12. Item 3.7 of the agenda was already discussed in Chair report, and Steve had sent email to board upon his return. Leandro emphasized his 2nd term would have a focus on Masters Level play and world championship for clubs.
13. Item 4.1 of the agenda: Fundamental Field Hockey. Steve – Liz Tchou is doing a super job, over 200 programs nationally, developed great relationship in next hot bed area – Florida with Jane Greenberg, she's on President's Council of physical fitness. Great potential there. Have met all milestones created this year for Liz – hitting home run on this program. Pam met Jane – she will be a great advocate for the program. Liz and team are doing a phenomenal job.
14. Item 4.4 of the agenda: Tej – video conferencing (maybe WebEx) - we should try it for remote calls. Share more data, slides, etc.
15. Item 4.5.1 of the agenda: Foundation – by end of year, fair amount to do to work towards a new foundational board. Steve is working with Bill Hybl, President of El Pomar and US Olympic Foundation. Will get template from USOF and will try to get current members of Foundation to buy-in. Steve will present something at first board meeting in 2013.
16. Item 4.5.4 of the agenda: Tej - Sponsorship update – has grown sponsorships considerably over the past couple of years. Pam thinks AstroTurf could be a strong sponsorship.
17. Item 4.5.3 of the agenda: Tej – new entrepreneurs in sport. Prior elite athletes becoming entrepreneurs – Kayla Bashore starting Academies in Bay Area, Liz Tchou with FFH. Will continue to grow. Financial incentives for Kayla in her youth movement are very elaborate. Successful youth business model.
18. Item 4.6.1 of the agenda: Steve predicts net income at year end to be \$120-240K better than plan based on being efficient; this will help create/build reserve.
19. Item 4.6.2 of the agenda: 2013 budget sent today to Billie, shows net income of (\$98K). Ensures all programs are in place and are in action – not cutting HP to balance the budget. Looking at our recent history, we have been finishing the year in the black, and feel confident we can mitigate this \$98K throughout 2013. Billie – the staff did tremendous job in terms of getting budget put together. F&A Committee will review and propose to board for final approval. F&A Committee to review Thursday December 6th – Billie to confirm. Hoping week of 10th to have board approval.
20. Items 4.6.3 and 4.6.4 of the agenda. Steve, Financial loss with WL1 – predicted that. WL3 bid - \$1.2M to put on event; premature for us to submit bid. Hopeful in next rotation of bids we will submit bid, hopefully at the Nook in Lancaster.
21. Old Business
 - a. Goggles – Liz Gardner sent in reports. Pam will send info to FIH to keep them in the loop with the data collected. Tej – what to do with this data? Perhaps a USFHA

Sports Safety Council should be created. Should we give presentations to high school coaches? NFHCA clinic in January 2013; NCAA Championship Committees meet in January 23-25. Pam will get details as to what's happening at NCAA level.

22. New Business – Upcoming board meetings

- a. Will plan a meeting in January in Colorado Springs; half day Saturday, dinner, Sunday morning half day. See the National office, USOC OTC, have Wes Barnett speak at meeting, etc. January 19th/20th would be a good weekend, as the 21st is a holiday. Steve will check with new board members and check availability at the Hilton.
- b. Special meeting on Tuesday, December 4 re: bylaws at 9pm EST
- c. Monday the 10th to discuss 2013 budget 9pm EST
- d. Monday the 17th to discuss ED contract 9pm EST

Pam thanked Jen, Pat, Randy, and Carla for dedication to the sport and good governance through the years. Tej thanked Pam as well for her passion for the sport and her commitment and dedication as the Board chair.

23. **Motion made by Pam Stuper and seconded by Rene Zelkin to adjourn the meeting at 10:57pm EST.**

10 in Favor

0 Against

0 Abstained

The Motion is Unanimously Approved