



## Board of Directors

### In-Person Meeting in Philadelphia, PA

**Saturday December 6th, 2025, 8:00 AM EST**

#### Board Members

An in-person meeting of the Board of Directors of USA Field Hockey took place on December 6<sup>th</sup>-7<sup>th</sup>, 2025. Present were Chip Rogers (Chair), Cheryl Bruttomesso, Alex Grassi, Lisa Lazarus, Jon Potter, Carla Tagliente, Alison Worthington. Joining remotely were Karissa Niehoff, Katelyn Ginolfi; Mikey Barminski (joined the call at 9:16 AM), Stef Fee (joined the call at 8:43 AM), and Stephen Martin. Attending Board members constituted a quorum of the Board under USA Field Hockey bylaws.

#### Additional Attendees

At the outset of the meeting, USA Field Hockey staff members in attendance were Simon Hoskins, CEO, Janet Paden, CFO, and Danielle Beaman. Lisa Higgins, USAFHF Trustee (joins the meeting at 8:33 AM).

1. Call to Order - The Chair called the meeting to order at 8:06 PM EST.
2. Roll Call
3. Declaration of Conflicts Solicitations - There were no conflicts of interest identified based on the approved agenda.
4. Governance
  - a. November Minute Approvals

**Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to approve the November meeting minutes at 8:14PM. Approved by acclamation.**

- b. CFO Report – Janet Paden
  - o Audit Letter – sent to the board via email by Carla, reviewed by the F & A Committee.

**Motion made by Chip Rogers and seconded by Alison Worthington to approve the Audit Letter at 8:13 AM. All approved.**

**Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to approve the CFO Report at 8:15 AM. All approved.**

- c. Sponsorship Group – Ginger/Simon working on organizations to send pitch to; corporate sponsorship and corporate philanthropy. Work continues on detailing our assets.
- d. High Performance Group – Jon Potter – two meetings held with the high-performance coaches and ran through the roadmap for both the men and women’s groups for the next three years. Support stated for additional Shelly Fund request for further funding for WNT in 2026.
- e. Governance Group – Stephen Martin – No additional updates.
- f. AAC – Alex Grassi – Discussed the wish for the board to review athlete exit interviews summary. Sent the transcript through AI to separate the questions and the answers and to provide a summary. Thoughts around adding one additional former athlete to the exit interview with Janet Paden.
- g. Hall of Fame Committee – Chip Rogers
  - o 7 Nominees for the 2026 HOF – Biographies provided. Planning on having a ceremony in 2026 in conjunction with the anniversary of the 1996 Atlanta Olympic Games

**Motion made by Chip Rogers and seconded by Alex Grassi to approve the 7 Hall of Fame nominees at 8:46 AM. All approved.**

h. Jr. World Cup Update – Stef Fee

*Lisa Higgins attends the in-person meeting at 8:33 AM*

*Stef Fee joins the meeting at 8:43 AM*

5. Strategic Plan Review – Chip Rogers

- a. Overview of process – Documents provided and located on Teams. Discussion over results between the board, management team and members.
- b. Review and Approval of Risk Register
  - Risk Register - Document can be found on the Teams board channel. Simon shared a comparison of the risk assessment from 2022 and now. Provided the top 6 highest risks for the organization; three remain consistent from prior years and three new risks.

**Motion made by Cheryl Bruttomesso and seconded by Lisa Lazaraus to accept the Risk Register at 9:56 AM. All approved.**

6. Priority Initiatives 2026 (Short Term) (Operating Plan for 2026)

Priorities for 2026 – Simon Hoskins – Complete document with full details can be found on the board Teams site.

- a. Defend and expand events, nexus and membership.
  - Discussion centered around the importance of events and nexus to the overall business model of USA Field Hockey. Areas covered included improving communication, program delivery, and elevating our programming further. Consideration was given to expanding existing events, and the pros and cons of developing new events. Discussion on the potential for great club involvement in delivering the Olympic Development Pathway.
- b. Improve club service as they are key clients.
  - The importance of developing greater understanding of how to meet club needs was discussed together with initiatives on how to seek feedback and data in this area.

*Break for 10 minutes @ 10:45AM*

- c. Generate new resources in:
  - Coach education monetization – the opportunity to broaden the engagement with the extensive coach education library we have developed at appropriate price points
  - Expanding events
  - Introducing admission fees – some of the thoughts include testing admission fees around certain events, sharing with the community what their fee support, have more NT athletes in attendance for signatures/exposure. Festival to be excluded from this initiative at this time.
- d. Elevate platform for WNT success.
  - Discussion on the priority of this area and seeking further resources to fund the program.
- e. Focus sport development work on increasing Youth, Club and High School participation.
  - Metrics to measure success in the three areas. This inevitably means less focus on other areas (e.g. adults, masters, HockeyID). Higher priority being reserved for Youth and Club and plans for supporting middle and high school to channel kids into participation. Discussion on the most effective way to support communities working to add field hockey to their high school.
- f. Make regionalization simple and helpful.
  - Concept supported but needed to simplify the execution of regionalization with state chapters. Each state chapter will have a maximum of 4 administrators for each state.

*Break for lunch at 12:30 PM*

*Meeting resumes at 1:09 PM*

7. Priority Initiatives 2027-28 (Mid-term)

- a. Elevate membership experience
  - Discussion on ways to enhance the experience, possibly linking with NFHS to entice high school students over to USAFH membership. Introducing further categories were explored including coach & umpire, fan, parent membership. As well as the concept of a premium membership.
- b. Capitalize on LA28
  - Due to the tight management of the Olympic marks, there are restrictions in place, we will need to be creative to leverage the Games. The focus will be twofold, a) to Build awareness in non-members to try the sport, focused on a participation boost to middle school, high school and club in the spring and summer of 2028; and b) to engage current members into participation in the games with the outcome of development retention and deeper engagement in the sport and USA Field Hockey. Brand ambassadors will be utilized. Staff are working closely with the FIH and LA28, specifically LA28 Field Hockey Manager, Mark Bakerman, working on-site, input in venue design.
- c. Generate new resources:
  - Monetizing event sanctioning
    - 1. Ideas around authorizing other groups to sanction events, consideration given to the compliance obligations for being an event sanctioned by USA Field Hockey. Consideration to be given to including officials' requirements within sanctioned events.
  - Streaming PPV youth events
    - 1. Developing RFP to present to companies in this space that produce and distribute live and recorded video of games at our events, available for viewing for a fee. Discussion around the learnings from NFHS experience in this area.
  - Increasing commercial partnerships
    - 1. Sponsorship Group is working to develop this area. Further discussion on how we can be creative to drive revenue in this area. Group will identify data they would wish to see added to sponsorship deck and collate the request for Ginger to work on.
- d. Strengthen USPC Partnership
  - Expanding our work to strengthen this key partnership. Be more intentional and structured in our communications with USPC; focus on providing value to the partnership with profile, events in the community and support of their stakeholder engagement.
- e. Focus on internal culture
  - Develop dashboards to better monitor internal success. Review key vendors and providers to explore efficiencies. Invest in our people.

8. Priority Initiatives 2029-2032 (Long-term) –

- a. To be discussed in further detail at a later point.

9. Sport Disciplines & USA Field Hockey – Simon Hoskins

- a. 11's – Viewed as the top priority
- b. Indoor – Much growth in this area, important to clubs, strong performances by International Teams, commitment to continue to focus on the indoor discipline.

- c. Hockey 5's – Our participation led to dilution of resources and had low traction when compared to the growth and prevalence of indoor hockey. It was determined that we would no longer participate and would instead further promote 7's as the short-sided format in outdoor programming.

10. 2026 Board Meeting Calendar – Chip Rogers – dates will be posted/shared on the USAFH website.

- a. Meeting time – it was expressed that meeting times could be kept to a minimum by having continued committee meetings beforehand (with findings posted on Board site for board viewing).

11. 2026 Budget – Janet Paden

- a. Discussion on alignment between the strategic plan and 2026 budget.
- b. Board requests a list of unfunded initiatives.

12. Certification Renewal of USA Field Hockey – Chip Rogers

- a. We have received our renewal certification from the USOPC with only 3 minor infractions. These actions have already been remediated.

**Motion made by Chip Rogers and seconded by Alex Grassi to commend the USA Field Hockey staff for their work in completing the certification process at 4:37 PM. All approved.**

**Motion made by Chip Rogers and seconded by Alex Grassi to suspend today's meeting until tomorrow morning at 8am PM.**

## **Motion resumed on December 7th by Chip Rogers at 8:04 AM**

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### Additional Attendees

At the outset of the meeting, USA Field Hockey staff members in attendance were Simon Hoskins, CEO, Janet Paden, CFO, and Danielle Beaman. Char Morrett, USAFH Lifetime Member (joins at 9:01 AM, leaves at 9:40 AM)

#### **13. Future Meeting Dates – Chip Rogers**

- a. Discussion around weekend dates for the next in-person meetings in 2026.
- b. May 2-3 or July 10-11 suggested for the next in-person meeting. Further discussion and decision will be made at the January 12<sup>th</sup> virtual meeting.
- c. Survey will be distributed to the board regarding various available dates for 2026 in-person meetings.

#### **14. World Cup Activation – Simon Hoskins**

- a. Objective is to build community awareness of the FIH World Cup, ignite engagement to support the women (and men upon qualification), and educate the community about the WC which is being held in Belgium & the Netherlands, Aug 14-30. The supporting document, WC Campaign, can be found on the board Teams site.

*Char Morett has joined the in-person meeting at 9:01 AM*

#### **15. LA28 – Simon Hoskins**

- a. Document packet, found on the board Teams site, provides an operational update on the LA28 Olympics. Provides a look at timing, possible locations of training field and pitch (not built yet). Discussion around possible marketing ideas, including using social media influencers within the organization (and re-engaging athletes).

*Brief break at 9:35 AM*

*Char Morett left the meeting at 9:40 AM*

*Return from break at 9:42 AM*

**Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to move into Executive Session at 9:44 AM to discuss the 2026 Budget. All approved.**

*Simon Hoskins, Janet Paden and Danielle Beaman leave the meeting at 10:46 AM*

**Executive session closed at 11:36 AM EST**

**Meeting adjourned by Chip Rogers at 11:37 AM EST**