



**Board of Directors**  
**Virtual (via Teams) Meeting**

**Monday, August 25<sup>th</sup>, 2025, 8:00 PM EST**

**Board Members**

A virtual meeting of the Board of Directors of USA Field Hockey took place on August 25th, 2025. Present were Chip Rogers (Chair), Alex Grassi, Alison Worthington (left the call at 9:29pm), Carla Tagliente, Cheryl Bruttomesso, Jon Potter, Karissa Niehoff, Katelyn Ginolfi, Lisa Lazarus, Stef Fee, Stephen Martin (joined the call at 8:07pm) and Will Holt (left the call at 8:49pm). 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 Janet Paden, CFO and Board Secretary (left the call at 9:02pm), Simon Hoskins, CEO (left the call at 9:02pm), Danielle Beaman (left the call at 9:02pm), Craig Parnham, Director of High Performance (left the call at 8:24pm) and Emily Hewitt, Director of Membership, Safe Sport, and Governance (left the call at 8:32pm). There were no additional guests in attendance.

**1. Call to Order**

The Chair called the meeting to order at 7:02PM EST.

**2. Declaration of Conflicts Solicitations**

There were no conflicts of interest identified based on the approved agenda.

*Stephen Martin joined the call at 8:07pm*

**3. CFO Report – Janet Paden**

- a. Year-to-date July financials were posted on Teams for review. Jon had a question regarding projected year-end results. Janet explained the recent budget overage of travel expenses for the men and women's teams at PAC, and the Directors will make every effort to get back to budget by 12/31.

**Motion made by Chip Rogers and seconded by Karissa Niehoff to accept the Finance Report at 8:12pm. All 12 members present on the call approved.**

**Motion made by Chip Rogers and seconded by Lisa Lazarus to officially name Janet Paden as the Treasurer of the Board of Directors at 8:15pm. Motion passes by acclamation.**

**4. Succeed Internationally – Craig Parnham**

- a. MNT reached the PAC finals for the first time since 2009. Team was made up of mix of senior athletes as well as many younger athletes. Since they did not qualify for the World Cup, they will next attend the World Cup qualifying tournament March 2026 (date/venue TBD).
- b. WNT reached the PAC finals and resulted in their first silver medal since 2013. They will now be training and preparing for the World Cup.

- c. Jr. Pan Am Games – seen more as a development program with many young athletes, coaches and staff. This also provided a view into the inner workings of the USOPC and how they manage selections, etc. The women's team finished in second place, silver medal. The men unfortunately lost in a close bronze medal match but overall had a great learning experience.
- 5. CEO Report – Chip Rogers/Simon Hoskins
  - a. The report has been posted online and is available for viewing.
  - b. Boys Engagement Manager has been posted on Teamwork Online; Janet reports that as of today, there are 41 applicants.
- 6. USOPC Governance – Chip Rogers/Emily Hewitt
  - a. Reports that both the Athlete Safety Policy and the Grievance Policy have been approved.
- 7. Committee Updates – Chip Rogers
  - a. Governance Committee

**Motion made by Chip Rogers and Alison Worthington to appoint Lisa Lazarus as a member of the Governance Committee at 8:23PM. All approved.**

- b. Finance & Audit Committee

*Craig Parnhan left the call at 8:24pm*

**Motion made by Chip Rogers and Alison Worthington to appoint Billy King as a member of the Finance and Audit Committee at 8:24PM. All approved.**

- c. Governance Committee – Stephen Martin/Cheryl Bruttomeso
    - o Updates on Grievance Policy
      - 1. First edits have been made to the policy and plan to provide a full update to the board in September.
    - o Committee meeting is being held tomorrow, August 26<sup>th</sup>

*Emily Hewitt left the call at 8:32pm*

- d. AAC Committee Recap – Alex Grassi
    - o AAC will be meeting the week prior to the board meetings to pass on pertinent information.
    - o Athletes have mentioned multiple times how much they appreciate the board's presence at their matches.
    - o The women have partnered with Mezeh (local restaurant in Charlotte); Mezeh will provide one post-training meal a week. They continue to search for more partners for post-training meals.
    - o Continued work on the communication process between the coaching staff and athletes.
    - o The athletes are still hoping for priority enrollment with UNCC, as to not interfere with training schedules and for in-state tuition.
    - o The men are requesting long term schedules as many of them work full-time and want to be available for training, matches, etc.
- 8. Upcoming Calls/Meetings – Chip Rogers
  - a. September 15<sup>th</sup> @ 8:00pm EST
  - b. October 6<sup>th</sup> @ 8:00pm EST
  - c. November – TBD (budget and general business)
  - d. December – Bryn Mawr College
  - e. All calls will last approximately 90 minutes

## 9. Strategic Plan Review Project Overview – Chip Rogers

- a. Chip led a discussion reviewing the upcoming work on the Strategic Plan Review with additional comments from Simon and from Jon, sharing the context that three years on from the development of the current Strategic Plan, now is the time to consider what has changed with internal and external factors and what impact that might have in evolving the plan. The Strategic Plan Project Plan was posted online. Simon commented that the process will entail survey information from a) Financial Reports, b) Membership Survey, c) Survey to the Management Team to inform the process. The Board will be asked what questions they would like to pose to the Management Team. At the next meeting the pre-work will be shared as well as a tool to capture Board questions and collate themes. The request is for board members to review the plan and dig deeper to have a discussion on how we can evolve as an organization and discuss it further at the next meeting in September. Jon commented that the management team should develop the strategic plan to be presented and ultimately signed off by the board.

*Will Holt left the call at 8:49pm*

## 10. New Business – Chip Rogers

- a. None were reported.
- b. Katelyn Ginolfi – Foundation Update Question – Steve Smith has been working on finalizing new Articles and Bylaws, getting close to being finished. After that, they will be sent to the Foundation. Stephen Martin commented that the Foundation will have their own policies and procedures for fundraising.

**Motion made by Chip Rogers and seconded by Cheryl Bruttomeso to move into Executive Session to discuss the CEO Review at 8:54pm EST. All approved.**

Simon Hoskins, Janet Paden and Danielle Beaman left the call at 9:02pm EST.

*Alison Worthington left the call at 9:29pm*

**Motion made by Chip Rogers and seconded by Cheryl Bruttomeso to move out of Executive Session at 9:31pm EST. All in favor.**

**Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to adjourn the meeting at 9:33 PM EST. All in favor.**