



Board of Directors

In-Person Board Meeting

In Colorado Springs, CO

Saturday, December 7th, 2024

8:09AM – 4:40 PM

Board Members

Alex Grassi

Billy King

Cathy Bessant

Chip Rogers

Christie Smith (Joins the call at 8:25AM)

Dan Friedberg

Jeanne O'Brien

Lauren Liska (Joins the call at 10:43AM, Left the call at 1:23PM)

Mikey Barminski (Joins the call at 9:18AM)

Richard Hayden

Ron Hawley

Stefanie Fee (Joins the meeting at 10:46AM)

Stephen Martin

Additional Attendees

Danielle Beaman, Secretary

Janet Paden, CFO

Simon Hoskins, Executive Officer

Allan Law, Men' National Team Head Coach (Joins the call at 8:29AM, Left the call 9:07AM)

Craig Parnham, Director of High Performance (Joins the call at 8:29AM, Left the call 9:07AM)

Emily Hewitt, Director of Safesport & Membership (Joins the meeting at 9:45AM, Left the meeting at 12:10PM)

Kendra Lucking (Joins the call at 11:44AM, Left the call at 11:48AM)

1. Call to Order: Cathy Bessant
2. Roll Call – Danielle Beaman
 - a. There were no conflicts of interest identified based on the approved agenda.
3. Declaration of Conflicts Solicitations – Danielle Beaman
4. Chair Report – Cathy Bessant
 - a. Feedback From IOC Meeting
 - In-Venue Sponsorship Activation – Samsung was the first to breach the in-venue sponsorship.
 - Social Media/Electronic Game Growth

- NIL & Athletes

Mikey Barminski joins the call virtually at 8:18AM

Christie Smith joins the call virtually at 8:25AM

Craig Parnham and Allan Law join the call virtually at 8:30PM

5. MNT Head Coach – Allan Law (& Craig Parnham)
 - a. Programming Insights – Chile Tour, Men’s Pathway, Jr. Men’s Infrastructure, Future Training Events, Budgeting, Brandon Creed (Ex-National Athlete) assisting with physical development with the USPC. Working on centralization with the athletes there in Charlotte.

Allan Law and Craig Parnham left the call at 9:07 AM

6. 2025 Budget Discussion and Decision – Richard Hayden (& Janet Paden) The Board budget briefing was held on Tuesday, November 5th, at which time Janet gave an update of 2024 financials and forecast for the year, as well as the 2025 budget briefing. Those documents have been on the Board Sharepoint portal for review.

Motion is made by Jeanne O’Brien and seconded by Stephen Martin to approve the 2025 Budget at 9:10 AM. All approved.

Motion is made by Chip Rogers and seconded by Billy King to approve McMillen as the external audit firm at 9:11 AM. All approved.

7. CEO Report – Simon Hoskins
 - a. Report is available for review on the SharePoint board portal. Provided insights on revenue changes, infrastructure within the organization, pros/cons to leaving Pro League and adapting to an independent schedule, etc.

Emily Hewitt joins the meeting in person at 9:45AM

8. Elections – Jeanne O’Brien/Dan Friedberg/Emily Hewitt
 - a. Athlete Directors – Katelyn Ginolfi – Filling the position of Lauren Liska & Alex Grassi has been re-elected for an additional term.
 - b. Coach Director – Carla Tagliente
 - c. Umpire Director – Cheryl Bruttomesso
 - d. ASO Director – Karissa Niehoff has been re-elected for an additional term
Board has accepted the recommendations of the Election Committee for the following
 - e. Independent Director – John Potter
 - f. At-Large Director – Alison Worthington

Motion made by Chip Rogers and Billy King to move into Executive Session at 10:06PM. All approved. All staff leave the meeting at this time.

Lauren Liska joins the meeting virtually at 10:43 AM

Stef Fee joins the meeting in person at 10:46 AM

Motion made by Chip Rogers and seconded by Stephen Martin to move out of Executive Session at 11:12 AM

9. Governance – Ron Hawley

- a. Documents are reviewable on the board portal
 - o Policy – Presented for approval
 - o By-Law Change Discussion
 - o Board Positions on Governance, Nominating and F&A Committee – Simon Hoskins – the process will begin at the start of 2025.
 - o Board Member (best practice discussion) – Board Etiquette – Packet presented to board members that goes over values, behaviors, etc. that are expected. Packet could also include committee explanation and functions.

Motion made by Chip Rogers and seconded by Stephen Martin to approve the following policies to go into effect on January 1, 2025: Background Check, Code of Conduct, Conflict of Interest, Financial Policy, Gifts and Entertainment, Grievance Procedures, and Anti-Retaliation, at 11:30 AM. All approved.

Motion is made by Chip Rogers and seconded by Alex Grassi to approve the change to a base membership with a Coach/Umpire upgrade for all members, in accordance with the recommendations from Sport80 and USA Field Hockey staff, at 11:57 PM. All approved.

Kendra Lucking joins the call virtually at 11:44AM

Kendra Lucking leaves the call at 11:48AM

10. AGM (Annual General Meeting) – Simon Hoskins – January 21st, 2025

- a. **Per the by-laws, the Chair and Vice Chair positions will be voted on during the first meeting of the following year of ending term. Nominations can be made for others or for self.**

Emily Hewitt left the meeting at 12:10 PM

11. 2025 Operating Plan – Simon Hoskins

- a. Plan can be found on the board portal. Simon shared the initiatives from the operating plan. He plans on accomplishing these initiatives with assistance from the management team.

Motion made by Jeanne O'Brien and seconded by Chip Rogers to move into Executive Session at 12:59 PM. All approved.

Lauren Liska leaves the call at 1:23 PM

Simon Hoskins, Janet Paden and Danielle Beaman leave the meeting at 4:00 PM

Motion made by Chip Rogers and Alex Grassi to move out of Executive Session at 4:30 PM

Motion made by Billy King and seconded by Chip Rogers to adjourn the meeting at 4:40 PM

Sunday, December 8th, 2024

8:01AM – 11:40AM

Board Members

Alex Grassi

Billy King (Left the board room at 9:20 AM, joined via telephone at 9:43 AM)

Cathy Bessant

Chip Rogers

Dan Friedberg

Jeanne O'Brien (Left the board room at 9:00 AM)

Karissa Niehoff

Lauren Liska (Joined the call at 8:32AM)

Richard Hayden

Ron Hawley

Stefanie Fee

Additional Attendees

Danielle Beaman, Secretary

Janet Paden, CFO

Simon Hoskins, Executive Officer

Kendra Lucking (Left the call at 9:27AM)

1. Sport Development – Kendra Lucking
 - a. Discussion into what Sport Development does, what State Chapters are, etc.
2. AAC Update – Stef Fee & Lauren Liska
 - a. Request for Stipend Increase
 - b. Stipend for Centralized Men's Athletes
 - c. Team USA Athlete Commission – Funded by the USOPC – Athletes are pushing to be separate from the USOPC and to operate independently.
 - d. PAHF Meeting – Waiting for board minutes before providing updates.
 - e. EAHI – Alex Grassi – Elite Athlete Health Insurance
3. Sports Ecosystem Strategic Discussion
 - a. LA28 – Shared a map that shows where various fields/lots are located in LA.
 - b. FIH Congress
 - c. USOPC Assembly
 - d. 3 Step – Bought by PSE.
4. Commercial Update – Simon Hoskins
 - a. Document can be found on the board portal.
5. Further Questions
 - a. Quantitative Data in regard to Sport Development

Simon Hoskins, Janet Paden and Danielle Beaman leave the room at 11:27AM

Motion made by Chip Rogers and seconded by Richard Hayden to move into Executive Session at 11:28 AM.

Motion made by Chip Rogers and seconded by Alex Grassi to move out of Executive Session at 11:37 pm

Meeting adjourned by Cathy Bessant at 11:40 PM