



Board of Directors

In-Person in Charlotte, NC

Saturday & Sunday, March 22-23

Board Members

A meeting of the Board of Directors of USA Field Hockey took place on March 22 and 23, 2025. Present were Chip Rogers (Chair), Cheryl Bruttomesso, Stef Fee, Alex Grassi, Carla Tagliente, Allison Worthington; attending virtually were Billy King, Stephen Martin, Karissa Niehoff, and Jon Potter. Unable to attend were Mike Barminski, Cathy Bessant, Dan Friedberg, Katelyn Ginolfi, and Will Holt. 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 Danielle Beaman, Assistant Secretary, Janet Paden, CFO and Board Secretary, Simon Hoskins, CEO. Joining at points during the meeting were USA Field Hockey staff members Liz Sanders, Sally Goggin and Craig Parnham.

1. **Call to Order**

The Chair welcomed Board members to the meeting at 9:10am

2. **Declaration of Conflicts Solicitations**

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

4. **Secretary of the Board appointment**

Motion made by Chip Rogers and seconded by Alex Grassi to appoint Janet Paden as the Secretary to the board and Danielle Beaman as the Assistant Secretary at 9:13 AM. All approved.

6. **USOPC Audit Update**

Amendments to the Anti-Doping Policy, DEI Action Plan and Finance Policies and Procedures were reviewed, documentation packet was provided in person as well as previously for review on the board portal. Board members discussed a change in the name of the DEI Action Plan, no action was taken at this time and will be discussed further at a later date.

Motion made by Chip Rogers and seconded by Allison Worthington to approve the Anti-Doping Policy set forth by USA Field Hockey at 9:19AM. All approved.

Motion made by Allison Worthington and seconded by Cheryl Bruttomesso to approve the DEI Action plan at 9:31 AM. 10 approved, 1 abstention (Alex Grassi).

Motion made by Chip Rogers and seconded by Carla Tagliente to approve the Finance Policies and Procedures at 9:32AM. All approved.

Steve Amedio joins the in-person meeting at 9:34 AM

5. Board Culture Discussion

A discussion, facilitated by consultant Steve Amedio was held with contributions from all Board members. Areas covered included listening, and respectful and constructive dialogue, the necessity for clear policies and procedures, focus on the established agenda.

7. Treasurer's Report – Janet Paden

Janet Paden reported that Net Income for the year is positive. Revenue share between the 3 National Indoor Tournament's that were held at the Nook ended up being \$62,000 that was not budgeted. We have also received a \$50,000 grant for the Grow the Game program. This grant money will be awarded when the selections have been made from those applicants. Chip Rogers added that there have been 54 applications. They will be meeting on March 31st to make those selections.

Janet Paden commented on anticipated legal expenses for the year, as well as visa related legal costs. The Board reviewed each event, domestic and international and their expenses and income. Variances resulted from differences in airfare costs and lodging between the time of budgeting and the time of booking. Cheryl Bruttomesso raised a matter of observed inconsistencies in the food that hosts provide to officials at local events. Simon will report back on what is in set in the host documentation and how it is enforced.

Motion made by Chip Rogers and seconded by Alex Grassi to accept the Treasurer's Report at 11:29AM. All approved.

8. High Performance Report

Craig Parnham joined the meeting and was greeted by the Board and took questions and comments on the previously provided High Performance report.

Cheryl Bruttomesso asked how reviews took place. Craig Parnham shared the cadence of internal reviews, which include reviews of each tour, with particular emphasis on FIH/PAHF tournaments. Surveys are sent out to staff and athletes typically a couple of weeks after the event so there is a more balanced view of the tournament. It provides for feedback in core areas including technical, tactical, mental, physical, culture. And it is supported by quantitative data including video, and GPS data and benchmarks for athletes across lines.

Craig briefed the Board and took questions on the approach to building out international series for the WNT and MNT, taking into account the ranking and type of opponent, opponent availability, budget available, reciprocal arrangements on cost elements, and the attraction of bringing teams to Charlotte.

Further discussion took place on the opportunities and importance of developing more matches for the junior national teams.

Motion made by Chip Rogers and seconded by Alex Grassi to have board commendation to formally recognize Sakayi Charasika for his performance in Oman at the MNT Nations Cup 2, at 11:54AM. All approved.

10. FIH/PAHF Updates

Chip Rogers briefed the Board on the PC Mask regulation update with a discussion from the Board on the impact in USA. Simon Hoskins confirmed that Sean Rapaport is the staff lead contact for this matter and liaising with the FIH. He shared that the approach taken up to this point was to strongly encourage PC Masks as we have been mid indoor season. While

the majority of play in USA Field Hockey programs masks are worn, concerns over availability of smaller masks, and their use for younger athletes and in practice remain.

Lunch recess

WNT and MNT Athletes arrive to the meeting for a brief introduction and lunch with the board.

The board breaks for lunch 12:38PM, reconvenes at 1:09PM

FIH/PAHF Updates (continued)

Chip Rogers confirmed the Qualification Process for the FIH World Cup 2026. Both teams will qualify directly by winning PAHF Pan Am Cup which will be held in August. The WNT will qualify for the FIH World Cup Qualifier by finishing 2nd, 3rd or 4th. The MNT will qualify for the FIH World Cup Qualifier by finishing 2nd or 3rd. Discussion followed on the possibility of hosting a WCQ in the USA with the outcome of a financial and feasibility analysis to be undertaken by the staff upon receiving the bid document from the FIH.

9. CEO Report

Simon Hoskins provided an update on Q1 Activities from the Strategic Plan, as referenced in the 2025 Operating Plan. He noted that this would be provided to the board quarterly throughout the year. He and Board members discussed opportunities to advance dual wet facilities. Further discussion continue around the opportunities and ecosystem dynamics in expanding USA Field Hockey's events and Nexus programming.

Motion made by Chip Rogers and seconded by Carla Tagliente to accept updates to the Operating Plan as suggested by Simon Hoskins at 1:42 pm. All in favor.

11. NGB Council Activities

The Chair outlined the context of the Executive Order – 'No Men in Women's Sports' that has been a point of focus for the NGB Council, and referenced the EO document. Simon Hoskins outlined the function of the NGB Council within the framework of the Amateur Sports Act and the United States Olympic and Paralympic Committee. He briefed the Board that the NGB Council together with the USOPC are working to support NGBs as they continue to navigate this area. Karissa Niehoff briefed the Board on how this matter is being responded to in the NFHS space, the focus of many High School State Institutions on compliance with state law and the emphasis overall on the NFHS advocating for programs that engage kids in opportunities. Simon Hoskins shared the position within elite hockey in which USA Field Hockey complies with FIH policy. Thoughts and perspectives were exchanged about the impact and response options for USA Field Hockey.

12. Stakeholders Responsibilities

Simon Hoskins outlined the latest legislation in process relating to athlete safety – The Safer Sports for Athletes Act. Discussion continued on the aspects of the legislation, the need for clarity around Safe Sports matters, the challenge that NGB sport delivery is regulated by the Center for Safe Sport yet non-NGB sport delivery is generally not, leading to gaps weakening the system overall.

13. NEXUS Report

Liz Sanders joins the in-person meeting at 2:22PM, she referenced documentation that covers a broad overview of the Nexus program. She reflected on the core dual challenge of Nexus as the Olympic development pathway and talent identification and selection role as well as generating significant resources for the organization to invest in our mission. This year 3,200 athletes registered, of which approximately 2,000 are selected to continue to the regional selection

camps. There are roughly 12 selectors at each site. From there, 950 are selected to continue to the Nexus Championships in Virginia Beach. This facility is currently the only facility that offers two fields with contiguous water-based turfs in the US. Cheryl Bruttomesso asked about the college athletes within the pathway and Liz confirmed that college athletes participate in the High Performance Centers, which will be rebranded in April as Senior Nexus Training Centers to provide consistency to the Nexus brand of the pathway. Further discussion continued on the opportunities for male athletes within the Nexus pathway, the opportunities for female athletes who do not wish to participate in Nexus, the role of coach education within the pathway, the limitations on expansion of Nexus which include factors of securing appropriately qualified coaches, as well as appropriate facilities, and the challenge in continuing to provide a consistent philosophy and USA way throughout the pathway through to the senior teams. Karissa Neihoff emphasized the importance of supporting High School play which is affordable and accessible and provides our organization with the greatest opportunity to engage the most significant number of athletes.

Liz Sanders left the meeting at 3:35PM

14. Sport Development Report

Sally Goggin joined the meeting at 3.35PM, she referenced the sport development packet and Participation Dashboard. She reviewed key themes in the strand of our mission to Grow the Game, sharing concerns that high school participation numbers are at an all-time low. They are down 20% in 10 years. Sally acknowledged that High School is the broadest base of field hockey that is being played. A huge win this year was recognized with Michigan High School State Association recently sanctioned the sport of field hockey, thus opening the door for field hockey in the state of Michigan, becoming the 17th state to become sanctioned. Sally explained that strategically the Sports Development staff are working to unite the field hockey community to grow the game in a way that supports schools, supports Park and Rec and other MSOs, with a focus on supporting affordable, accessible, grassroots growth, which is critical to the future of our sport. The strategy of regionalization and the development of State Chapters was discussed, including identifying success factors, and the priority by geography of the roll out.

Sally Goggin left the call at 4:17PM

Abby Moore (umpire) joins the meeting at 4:10PM – Gave a brief introduction as to field hockey background.

Billy King left the call at 4:37PM

Board takes a quick break at 4:37PM, reconvenes at 4:54PM

15. Business Model of the Association

Simon Hoskins reviewed with the Board the documentation outlining the revenue mix of USA Field Hockey. Discussion continued about the revenue growth driven by the expansion of events, membership and Nexus which together are responsible for 74% of revenue. It was noted that our international competitors receive government funding, often through a Sports Ministry to support their National Teams at a general level of approximately \$2m per team, while USA Field Hockey does not receive any government funding, emphasizing the importance of building and maintaining a successful business, generating surpluses to invest in our mission. Discussion continued around potential opportunities including participants of field hockey who are not members of USA Field Hockey, future opportunities to expand commercial partnerships. Jon Potter expanded on the importance of the organization really understanding what we stand for and what we offer, in both athletic and life skills advancement.

Sunday, March 23, 2025. Meeting has been called to order at 8:38AM

Board Members

Present with Chip Rogers (Chair), Cheryl Bruttomesso, Stef Fee, Alex Grassi, Carla Tagliente, Allison Worthington, attending virtually were Billy King, Stephen Martin, Karissa Niehoff, and Jon Potter. Unable to attend were Mike Barminski, Cathy Bessant, Dan Friedberg, Katelyn Ginolfi, Will Holt, Stephen Martin and Karissa Niehoff. Attending Board members constituted a quorum of the Board under USA Field Hockey bylaws.

Staff Members

USA Field Hockey staff members in attendance were Danielle Beaman, Assistant Secretary and Simon Hoskins, CEO.

Stakeholder responsibilities (continued)

US Center for Safe Sport

An overview of the cadence of Safe Sport complaints in our sport was provided to the Board by Simon Hoskins. The role of the NGB within the Safe Sport complaint process was reviewed with the Board. Emily Hewitt is the staff member with the responsibilities on leading on athlete safety matters.

IOC/FIH, PAHF Updates (continued)

The Chair and CEO emphasized that an element of the strategic plan is to secure representation within the FIH and PAHF at both committee and Board level. Currently Lauren Liska is a Board member of PAHF. Following discussion it was agreed to support the nomination for Chip Rogers to stand for PAHF Board election in the PAHF Congress in November 2025. Board discussion continued about the importance of visibility, building relationships and playing a role in helping the sport thrive internationally. Simon Hoskins will share a document identifying the current state of committee appointments at a future meeting.

18. Update on Sport 80/Playbook

Chip Rogers expressed support for the recent agreement with Playbook, which is a way to deliver more service to our members, will also provide information and support for state chapters. Simon Hoskins reviewed the transition of the organizations CRM to Sport80, commenting on the purpose of embracing technology consistent with our strategic plan and so to serve members by providing a better platform. Sport80 was recommended to us by the USOPC; they provide services to NGB's in both Europe and in the US (27). The transition took place with one week of downtime and is an ongoing process.

16. Definition of Success

The Board discussed how the organization defines success across the three strands of Grow the Game, Serve and Inspire Membership and Succeed Internationally. Factors considered were the use of existing tournament outcomes for senior teams in Succeed Internationally and a consideration for this to be expanded to Under 21 teams. This will be reviewed in a report provided by Simon Hoskins at a later meeting. Alex Grassi recommended further consideration to be given also to disciplines in addition to 11s or 5s and Indoor, as well as advancement of international umpires and technical officials. Stef Fee suggested also considering other metrics such as athlete retention.

In the strand of Grow the Game Chip Rogers expanded on his efforts and success in advocating for colleges to add field hockey programs. The Board continued discussion on the most impactful ways in which sport participation can be achieved taking into account factors such as the different dynamics around participants versus members, geographical strategy, investing in coach development of current college student athletes, the importance of metrics of number of

programs delivered and number of participants engaged, maximizing local community involvement, sharing of best practice, incentives for clubs to grow the game, a focus on 6-13 year olds, and a focus on supporting High School play.

19. Committee Updates

Chip Rogers led a review of Committees

Judicial and Ethics – non Board members serve on this committee.

Harold Ferguson, Helen Drew, Alberton Montilla, Keli Smith Puzo, John Patrick Rieder, Luran Slepian, Stephen Martin (BOD Liaison)

Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to accept those appointed to the Judiciary and Ethics Committee at 10:39AM. All approved.

Finance and Audit Committee – comprised of board members.

Carla Tagliente, Michael Barminski, Cathy Bessant, Will Holt, Jon Potter

Motion made by Chip Rogers and seconded by Alex Grassi to accept those appointed to the Finance & Audit Committee at 10:40AM. All approved.

Governance Committee – comprised of board members

Michael Barminski, Cheryl Bruttomesso, Stef Fee, Stephen Martin, Allison Worthington

Motion made by Chip Rogers and seconded by Alex Grassi to accept those appointed to the Governance Committee at 10:41AM. All approved.

Nominating Committee

Katelyn Ginolfi, Candice-Leigh Baumgardner, Cheryl Bruttomesso, Scott Garrod, Loren Shealy, Michelle Vittese

Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to accept those appointed to the Nominating Committee 10:42AM. All approved.

Sponsorship & Marketing Task Force (ad-hoc)

Will Holt, Billy King, Jon Potter, Alison Worthington, Stef Fee

Motion made by Chip Rogers and seconded by Carla Tagliente to accept those appointed to the Sponsorship and Marketing Committee at 10:44AM

Hall of Fame Committee

Kayla Bashore, Beth Beglin, Chip Rogers, Arron Sher, (AAC member TBD)

Motion made by Alex Grassi and seconded by Cheryl Bruttomesso to accept those appointed to the Hall of Fame Committee at 10:46AM

Membership Committee

Stef Fee, Alex Grassi, Will Holt, Karissa Niehoff, Katherine Hennessey, Lauren Cornthwaite

Motion made by Chip Rogers and Allison Worthington to accept those appointed to the Membership Committee at 10:52AM

20. Athlete Advisory Committee

Alex Grassi reported to the Board on matters of the USA Field Hockey AAC. Areas of work include finalizing the exit interview questions that will be conducted by Katelyn Ginolfi and Alex Grassi, identifying events considered for eligibility for athletes under the USOPC definitions. The AAC are looking at establishing term lengths for the AAC members, advocating for more benefits for the Charlotte based athletes, including in-state tuition, job placement, food, and locker room.

Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to accept the AAC reports provided by Alex Grassi at 11:16AM. All approved.

22. Foundation Update

Chip Rogers updated the Board on the activities of updating the USA Field Hockey's governance structure. This is being captured within a MOU. Chip Rogers, Simon Hoskins and Stephen Martin are leading this work for USA Field Hockey, it is anticipated that this will be ready for Board review in coming weeks.

21. CEO Evaluation Process

Chip Rogers informed the Board he is leading on this matter utilizing the USOPCs platform Boardspan and plans to put this information out in the coming period.

23. New Business

Cheryl Bruttomesso commented that the more the national team succeeds, the better opportunities we have for umpires and technical officials. Chip Rogers suggested providing a commendation to Jun and Richard Kentwell for the services that they provided to USA Field Hockey. Billy King commented that he wished to express that Chip has done a great job at providing leadership and he appreciated the Board culture discussion of yesterday morning. Chip Rogers stated the next meeting will be held on April 14th.

Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to provide recognition to Jun and Richard Kentwell for their services at 11:26AM. All approved.

Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to adjourn the meeting at 11:34AM.