



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

**Monday, June 16th, 2025, 7:07pm EST**

**Board Members**

A virtual meeting of the Board of Directors of USA Field Hockey took place on June 16th, 2025. Present were Chip Rogers (Chair), Alex Grassi, Billy King, Cheryl Bruttomesso, Jon Potter, Kariss Niehoff, Katelyn Ginolfi, Mike Barminski, Stef Fee, Stephen Martin 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 Janet Paden, CFO and Board Secretary, Simon Hoskins, CEO, and Liz Sanders, COO (left the call at 7:38 PM). There were no additional guests in attendance.

**1. Call to Order**

The Chair called the meeting to order at 7:07pm EST.

**2. Declaration of Conflicts Solicitations**

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

**3. CFO Report – Janet Paden**

Janet Paden has provided the actual financials for year-to-date May. The revenue variance comes from RCC's and the host payments are reflected in the expenses. Other expenses being reflected include visas for the two assistant coaches. We are working on acquiring an O-1 Visa for Maddie Hinch. Increased Nexus expenses due to timing of various events; Janet anticipates budget will be even following post selection camps, championships, etc.

There are no red flags identified for the remainder of the month of June. Reforecast will take place again in July, with 2026 Budget files being distributed to departments in August/early September. Expect Q2 reports to be available by the third week of July.

**4. CEO Report – Simon Hoskins**

- a. Company Reorganization - The company recently underwent a reorganization with a focus on improving efficiency and aligning with the mission. This resulted in a new position, Chief Operating Officer, having supervision of our Serve and Inspire Members strand of the strategic plan. Liz Sanders will be filling this new role. With coach education now also falling under her area, it will allow Craig to be able to focus more intently on Succeed Internationally. The commercial portion of our operations will now fall directly under the CEO, having previously being a report to Sally.

Liz Sanders – excited for the new role. Recognized the need for additional executive leadership, adding an additional layer in implementing and delivering some of the pieces, thus making USA Field Hockey stronger internally as well as externally. Liz has met with the departments and staff members affected by the reorganization initially listening before considering potential changes.

- b. Nexus – Liz Sanders – Another overall successful season, identified more positive feedback has been received from participants. Nexus had more coaches join, with some of them also attending the High Performance Summit. There were higher expenses this year, due to higher costs of travel (airfare, lodging, etc.). Looking forward to Nexus Championships taking place this summer. Selections were a lot more competitive this year compared to previous years. Nicole Morgan, RFM for many years, will now be taking on a staff position as a Nexus Manager. Nicole has experience in both Nexus and coach education.
- c. Events – Simon Hoskins
  - o Domestic Events – are continually now through the summer. NCC's take place in June, with the Nexus Championship following in July. National Hockey Festival, which has been operated by 3 Step the past two years, has been brought back in house; registrations opened up in June and is now close to selling out. New registration opening for Indoor Hockey Festival, being held in December in Ocean City, MD.
  - o International Events – the WNT just finished a series of test matches with a 4-0 win over #11 ranked Ireland. New Zealand will be in Charlotte for the next set of test matches the first weekend of July, they are ranked #10. The men will be having a holding camp shortly before they, and the women, travel to the Pan Am Cup. PAC is the key focus for NTs for the year. The draw was just held for the Jr. World Cup being held in December in Chile. The USJWNT will be in a pool with Uruguay, New Zealand and Korea.

*Liz Sanders leaves the call at 7:38 PM*

- d. FIH Committees – Simon Hoskins – pushing to have more representation throughout the international bodies and FIH. Coco, FIH President, manages the committees, and is trying to provide the best candidates while also serving a large spread of candidates across PAHF.
- e. USPC Updates – Their focus is currently on the buildout for the World Military Games. Our teams now have access to the Belk Gymnasium, which will be used at times for showers and day lockers predominantly for when teams are training twice a day (men and women). We have not yet been successful in obtaining partnerships for meals, and the intention is to continue to explore a variety of routes to secure meal provision.
- f. USOPC Updates – Simon Hoskins. We are hoping to receive 19 spots of elite athlete health insurances for both the men and women. The USOPC is currently in the second phase of how they are allocating the elite athlete insurance and its guidelines (defining who would receive the elite athlete health insurance). It is anticipated that NGBs will have an option for purchasing additional EAH plans spots, although the cost (anticipated at \$12k) will be deducted from USOPC High Performance Plan support

## 5. Committees

- a. Governance Committee – Stephen Martin – working through the by-laws. Foresee one additional set of revisions that will be presented to the board. Hoping to establish an in-person meeting for the first meeting of the year moving forward. Also possibly making it mandatory that board members attend at least one in person meeting a year.

- b. Nominating Committee – Katelyn Ginolfi – there was a good selection of candidates to fill the vacant Independent seat, with two standouts who will be interviewed this week. We are trying to find more diversity in the candidate to offer a different perspective which will ultimately strengthen the board.
- c. AAC – Alex Grassi – Michelle Vittese was re-elected to the nominating committee by the AAC. More discussion into Return to Play and the relaying of medical conditions among medical professionals and staff. MNT are pushing for financial assistance.
  - o Janet Paden – Working on building the High-Performance plan for the USOPC, we have requested additional funds to provide financial support for the men's team.
- d. Grow the Game Committee – Chip Rogers – no further development in this area.

**Motion made by Chip Rogers and seconded by Karissa Niehoff to move into Executive Session at 8:16 PM.**

**Motion made by Chip Rogers and seconded by Billy King to move out of Executive Session at 8:38 PM**

**6. New Business – Chip Rogers**

- a. Men's Foundation – Excited about grant funds being awarded to USFHA in the amount of \$100K to promote hockey for boys throughout the United States. Janet clarified that a \$20,000 check was received, with \$4,000 being awarded per grantee for 2025, with a possible continuance over the next five years. Grant funds are in honor of Hall of Fame Inductee, Tom Harris.
- b. Future Meetings
  - o July 14<sup>th</sup> at 7:00 PM EST
  - o August 18<sup>th</sup> at 7:00 PM EST
  - o September 15<sup>th</sup> at 7:00 Pm EST

**Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to adjourn the meeting at 8:43 PM EST.**