



Board of Directors

Virtual (via Teams) Meeting

Monday, November 17th, 2025, 8:00 PM EST

Board Members

A virtual meeting of the Board of Directors of USA Field Hockey took place on November 17th, 2025. Present were Chip Rogers (Chair), Alex Grassi, Alison Worthington, Billy King, Jon Potter, Karissa Niehoff (left the call at 9:38 PM), Katelyn Ginolfi, Lisa Lazarus, Mikey Barminski, Stef Fee, 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, Craig Parnham, High Performance Director (joined the call at 8:21 PM), Liz Sanders, COO, and Danielle Beaman. There were no additional guests in attendance.

1. Call to Order - The Chair called the meeting to order at 8:02PM EST.
 - a. Roll Call
 - b. Declaration of Conflicts Solicitations - There were no conflicts of interest identified based on the approved agenda.
 - c. October Minute Approval

Motion made by Chip Rogers and seconded by Karissa Niehoff to approve the October meeting minutes at 8:05 PM. Approved by acclamation.

2. CFO Report – Janet Paden

Motion made by Chip Rogers and seconded by Karissa Niehoff to approve the CFO Report at 8:07 PM. All approved.

3. CEO Report – Simon Hoskins
 - a. Report is available on Teams, no further questions or discussions were presented.
 - b. Strategic plan – Management team has been reviewing the recommendations for amendments to the strategic plan and will be preparing a document to share with the board a week before the in-person meeting. Plan on having a discussion then around the strategic plan and make any changes and take action to execute those changes.

Craig Parnham joins the call at 8:21 PM

4. Update on Strategic Plan Review process
 - a. Review of Q5 Questions from the Board to the management team
 - Club Advisory Task Force – Liz Sanders – document provided to board will show a preliminary plan on how this will be implemented. CATF is designed to be a group that works alongside the clubs to provide better programming; being more collaborative. First step would be to merge the Event's admin call into a call that represents all of our programming. This will allow a better understanding

of our clubs and how we can meet their needs better, thus developing our relationship with our clients. Also making small changes to some programming to offer better experiences with athletes and clubs. Will be reviewing the current programming and possible future programming to evaluate which avenues provide the best opportunities for revenue and use of resources. And the cost of what additional programming would look like in terms of staff usage as many as stretched out quite a bit as it is for our current programming.

- Boy's Management – discussion around the continued work in this area. Questions were discussed regarding the move of the Boys Engagement Manager into the Jr. High Performance area. Incorporating specified KPI's into the job description/requirement.
- Succeed Internationally – Craig Parnham – discussions and questions around funding and the budget for the men's and women's teams. How funding is allocated to the two groups: aligning the budget in accordance with the strategic plan. Some decisions are based on revenue generation and making decisions on how we can generate more revenue to share amongst the various programs, including the men's and women's teams. Based on the rankings of both teams, it is important that more discussions and evaluations take place to determine what support for them would entail.

5. Governance

- a. NGB Certification Renewal – Simon, Chip and Katelyn received notification from the USOPC. The decision to ratify our standing of renewal into good standing will be going to the USOPC and NBGOB boards in quarter 4. We anticipate that we will have those ratified soon and we will be the official NBG for Field Hockey for another four years.
- b. Bylaw Confirmation – updated bylaws have been approved by the board and will be posted on the website soon. Stephen will send an email to the governance committee as well so that they will have the final version of the bylaws

6. Sponsorship Work Group – progress is moving forward with cooperation from Ginger Wheeler, for USA Field Hockey. The objective is to find funding for USAFH.

7. AAC Update – Alex Grassi – the AAC plans on performing their own exit interviews for athletes in addition to the one that is performed by USA Field Hockey. Will present to the board when finalized. The athletes offer sincere thanks to Nazia Rashid for helping them find part-time employment. Both teams have begun receiving meals each week. Still waiting on updates on in-state tuition and priority enrollment with UNC-Charlotte. There was also a mention of concern over when they are out of event phases, there is a decrease of social media content and how this is a missed opportunity for potential revenue and exposure for them. The athletes have also requested uniformity over the Athlete Agreements, to have both teams receive and sign by the end of the year, to be on the same cycle and that the naming of the document be the same for both teams (this was subsequently reviewed and determined that the naming has been the same for the past year).

8. PAHF Update – Simon Hoskins – Chip Rogers was recently voted into the PAHF board and will serve a four-year term. We are currently the only country with two members on the PAHF board. Lauren Liska is the other, she is a former USAFH board member. New President for the PAHF is Danae Andrada of Uruguay. Liz Sanders and Simon recently met with Tayyab Ikram, International Federation President, in Chapel Hill. Tayyab also met with both the men's and women's national teams and David and Ike from the USPC. The IF President's US visit is the first in a decade and was a big opportunity for our organization and sport. We spoke about the US ecosystem and various other topics including the notion of changing the match day presentation at the LA Olympics.

9. Budget Presentation Reminder – November 19th @ 5:00 PM EST

10. December BOD Meeting

- a. Travel Arrangements
- b. Plan for arrival Friday night in Philadelphia
- c. Departure after HOF event on Sunday at Bryn Mawr

Motion made by Chip Rogers to adjourn the meeting at 9:46PM.