



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

**Monday, April 14, 2025, 7pm EST**

**Board Members**

A virtual meeting of the Board of Directors of USA Field Hockey took place on April 14, 2025. Present were Chip Rogers (Chair), Cheryl Bruttomesso, Stef Fee, Alex Grassi, Alison Worthington, Billy King, Stephen Martin, Katelyn Ginolfi (Vice Chair), and Jon Potter. Unable to attend were Carla Tagliente, Mike Barminski, Cathy Bessant, Dan Friedberg, Karissa Niehoff, 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, and Simon Hoskins, CEO. Joining for a point during the meeting was USA Field Hockey staff member Sean Rapaport. Guest in attendance was Katherine Hennessy.

**1. Call to Order**

The Chair called the meeting to order at 7:06pm EST.

**2. Declaration of Conflicts Solicitations**

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

3. The Chair commended the staff for the amount of work that has gone into the transition to Sport80. Additionally, the new Board site on Teams will be easier for Board members to access. It is populated with all Board information including the meeting minutes. The Chair called for an approval of the March meeting minutes; this will be done via email to the Secretary after Board members have had a chance to thoroughly review them.

**4. 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. However, with the transition to Sport80 in March, there was a week when both systems were down, resulting in less revenue. Additionally, the processing fee was not implemented in the new system until early April, causing a reduction in March revenue. Nexus expenses for athletic trainers and coaches are over budget but will be offset by increased revenue as the season continues.

Janet Paden notified the Board of the upcoming reforecast company wide. The results of that reforecast should be submitted by mid-late May.

**5. Umpiring Report**

Sean Rapaport went through his report (on the Board site). The biggest thing thus far in 2025 were the NITs, delivering 5 events over 3 weekends. During this time, there is heavy reliance on Umpire Managers and the sense of belonging within our family is important. In the umpiring community, they are getting better at knowing who fits in where, so people can be appointed at the appropriate level. Data accumulation is important, and there is growth in the assessment of umpires. The NCAA assignors are using the same assessment for consistency.

The FIH mask mandate came from the Committee for Health and Safety (not the Rules Committee) – it is not a rules change; the rules committee is figuring out how to implement this.

Internationally, U.S. umpires are doing extremely well with appointments, and the level of performance has been fantastic this year.

There are umpiring online clinics in the spring and fall, and an indoor clinic at the end of 2024. These will be expanding to Level 2 as well.

**Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to commend all of these umpires that have achieved excellence through their appointments. All approved.**

**Motion made by Chip Rogers and seconded by Alison Worthington to accept the Umpiring report. All in favor.**

*Sean Rapaport left the meeting at 7:27pm EST.*

## **6. Events Report**

Chip Rogers and Simon Hoskins briefed the Board on the Events report (on the Board site). The Nook revenue share was unbudgeted, and we negotiated a new contract with our travel partner for an increased hotel rebate this year.

Challenges in the Event space include access to RCCs and some NITQs. Additionally the Sunshine Jr. Classic will not happen in 2025 due to low registration numbers. We will look to 2026 for this new event. There is an opportunity to run an Indoor Festival in NJ in December. We will operate Festival 2025 ourselves, in Naples.

**Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to accept the Events report. All in favor.**

## **7. CEO Report**

Simon Hoskins noted that the March Board discussion around KPIs was brought back to the staff. Individual Directors will be preparing reports and analysis for the Board, hopefully ready to be shared at the May board meeting. Getting data and KPIs will allow more informed decision making. We need to understand how resources are being allocated that are producing a return on investment.

There is an interest in holding the December in-person board meeting at Capelli's sport complex in NJ.

Regarding the Executive Order – 'No Men in Women's Sports' - we are not currently experiencing any problems with this. It is important for all of our members to feel supported and safe. There was reference made to Massachusetts' State Constitution, as well as the recent incident with USA Fencing around this topic.

The full CEO report is located on the Board site.

**Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to accept the CEO report. All in favor.**

## **8. Foundation Update**

The Chair thanked Stephen Martin for all of legal advice throughout the process with the MOU. This is still a work in progress but we are getting very close.

#### **9. Hall of Fame Committee**

The Chair reported that the committee is ready to put forward five people for the class of 2025. These individuals have been major contributors over the course of their lifetime. The five people will be Bev Johnson, Jen Shillingford, Sharon Taylor, Judith Davidson, and Tom Harris. The hope is to have the event in conjunction with the December Board meeting.

**Motion made by Chip Rogers and seconded by Alison Worthington to accept the Hall of Fame Committee report. All in favor.**

#### **10. The Next Play**

The Chair was approached by two filmmakers regarding a story of a group of young women at a boarding school that play field hockey. There is no role of the Board, just information sharing.

#### **11. New Business**

Alex Grassi proposed a change to the Bylaws as it relates to AAC members. Alex is proposing changes to the wording in Section 12.4.1 and its subsections so that all athlete representatives on our BOD would be members of the AAC. Chip Rogers will get the proposed language and bring it to the Board for review. Simon Hoskins will ask David Patterson about the gender balance piece, as this could cause an imbalance in the future.

#### **12. Upcoming Meeting**

The next virtual meeting of the Board of Directors will be May 12<sup>th</sup>, at 7pm EST.

**Motion made by Chip Rogers and seconded by Cheryl Bruttomesso to adjourn the meeting at 7:58pm EST.**