

**U.S. Field Hockey Association
Board of Directors Meeting
February 10-11, 2007
Kissimmee, FL
Radisson Resort Orlando-Celebration**

Board Members Present:

Billie Ahluwalia
Barb Carreiro
Kerri Fagan
Pam Hixon
Jim Johnson
Heather Lewis
Christine Millbauer
Char Morett
Jill Reeve
Betti Tiner
Lisa Wilkins

**Board Members participating by
conference call:**

Pat Cota
Jason Wellings

Board Members absent:

Christine Hunsicker

Staff:

Sheila Walker
Laura Darling
Terry Walsh
Susan Weeks

1. Call to Order. Sheila Walker called the meeting to order at 8:30 a.m. and introduced new board members.

2. Acceptance of Agenda.

Motion: Ms. Carreiro moved:

“To adopt the agenda and any new business items.” **PASSED**

3. Recognition of Board members.

Motions: Mr. Johnson moved:

“To extend to members of the Board whose terms ended December 2006 thanks for their contribution and service to USA Field Hockey: Merrily Baker, Meri Dembrow, Barbara Doran, Andrew Duncan, Michele Madison, Lenny McCaigue, and Dan Shapiro; and to present them with an engraved clock.” **PASSED**

“To present former President, Sharon Taylor, with a suitable gift of crystal, or silver to recognize her service and contribution to the organization and the sport of field hockey.” **PASSED**

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4. Approval of Minutes.

Motion. Ms. Wilkins moved:

“To accept the minutes of the November 18, 2006 meeting as written.” **PASSED**

Minutes of the January 17, 2007 Board conference call will be completed soon and sent to the Board.

5. High Performance Report. Mr. Walsh, National Technical Director of High Performance, presented information on the national team programs and the development programs proposed or currently underway. See Attachment 1.

6. Executive Director’s Report. See Attachment 2.

7. Election of Board Chair. Board Chair candidates, Pam Hixon and Jim Johnson addressed the Board and opportunity was given for Board members to ask them questions. Ms. Hixon was elected as Board Chair.

8. Committee Assignments and Election of Committee Chairs.

Board members volunteered to serve on the following committees, and the committee chairs were appointed by the Board.

Development Committee

Christine Millbauer, Chair
Pat Cota, Athlete
Jim Johnson
Betti Tiner

Finance/Audit Committee

Billie Ahluwalia, Chair
Jim Johnson
Jill Reeve, Athlete
Lisa Wilkins

Member Services Committee

Barb Carreiro, Chair
Billie Ahluwalia Char Morett
Kerri Fagan Jill Reeve
Heather Lewis Jason Wellings

Motion: Ms. Morett moved:

“To accept the committee assignment slate.” **PASSED**

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US Field Hockey Foundation Member Election

Motion: Ms. Carreiro moved:

“To accept the following nominees to the US Field Hockey Foundation:

Billie Ahluwalia
Pam Hixon
Christine Millbauer
Lisa Wilkins

Motion **PASSED**

Election of Board Liaison to Nominating Committee: The Board elected Jim Johnson to serve as Board liaison to the Nominating Committee.

Nominating Committee Election. Nominees for the Nominating Committee are Patricia Machemer and Alva Serrette.

Motion: Ms. Lewis moved:

“To vote on each candidate separately.” **PASSED**

The Board elected both Ms. Machemer and Mr. Serrett to serve on the Nominating Committee.

9. Review of Judicial & Ethics Committee Nomination Status. The Nominating Committee has extended the deadline to February 28 to submit applications to serve on the Judicial and Ethics committees.

A Board conference call will be scheduled to receive the Nominating Committee recommendations for these committees.

10. 2007 Budget Proposal. After a lengthy discussion on budget line items and a request for additional money by Mr. Walsh for travel to Azerbaijan by the Women’s National Team, the following motion was put forward;

Motion: Mr. Ahluwalia moved:

“The National Office re-do the budget and submit it back to the Board in five weeks.” **PASSED**

11. Strategy Workshop.

Working as Committee of the Whole, the Board developed a mission statement, vision statement, and set values.

- a. Mission Statement: "Through sustained competitive excellence become the most effective field hockey country in the world."
 - b. Vision Statement:
 - Olympic medals
 - World Cup medals
 - Pan American dominance
 - 50,000 members
 - Significant media exposure
 - World-renowned sport development programs
 - Significant corporate sponsorship
 - Family sport for ages 5 to 55
 - c. Values: USA Field Hockey is committed to:
 - Excellence
 - Integrity and ethics
 - Honesty and transparency
 - Inclusiveness
 - Innovation
 - Teamwork
 - Accountability
 - Good sportsmanship
 - Outstanding service and value
12. SWOT Analysis and ProsConsulting. Working as Committee of the Whole, the Board reviewed:
- a. SWOT Analysis - strengths, weaknesses, opportunities, threats
See Attachment 3.
 - b. ProsConsulting Business Report. Each item was discussed and goals set for 2007, including a timeline with assignments for committees/persons. See Attachments 4 & 5.
 - i. The Board determined that a marketing plan for USA Field Hockey needs to be done by a professional and presented to the Board at a future meeting. A request for a proposal for the plan is to be completed by March 1.

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13. Committee Reports.

- a. Development – no report
- b. Finance & Audit – no report
- c. Member Services – The committee requests that Staff put together, by March 15, an electronic presentation of what USA Field Hockey has to offer to graduating seniors. This education tool will be used by college coaches to present to graduating seniors.

14. Old Business.

- a. 39 USOC/Field Hockey issues. All of the items were reviewed and updated. See Attachment 6. Ms. Walker will forward a copy to the USOC.
- b. US Field Hockey Foundation Articles of Incorporation. Discussion centered on the amendment of Article V (a) that was approved by the USA Field Hockey Board of Directors in November 2006: “These articles may be amended only by a vote of two-thirds of the Board of Trustees of the Corporation.” Previously, the Foundation articles could be amended with the approval of the USA Field Hockey Board of Directors.

Motion: It was moved by Jim Johnson:

“To seek counsel’s opinion on the USA FH Foundation Articles passed during the November 2006 Board Meeting.” **PASSED**

Ms. Walker will contact Tom James, Attorney. A Board conference call will be scheduled to discuss the legal opinion and determine action, if any.

15. New Business.

- a. Athlete election to the USAFH Athlete Advisory Council. Current Bylaws require athletes be a member of USFHA sixty days prior to the date of the election in order to be eligible to vote in the election.

Motion: Ms. Reeve moved:

“To waive the 60 days membership requirement for athletes qualified to run or vote in the USFHA Athlete Advisory Council election.”
PASSED

- b. Attendance at Board meetings. USFHA Bylaws require Directors to attend no less than one half of all regularly scheduled Board meetings in person. Due to changing work demands, Ms. Hunsicker is in violation of the Bylaws.

Motion: Mr. Johnson moved:

“To allow Ms. Hunsicker to make a decision to stay on the board provided she fulfills her duties of participation as required by the Bylaws.” **PASSED.**

- c. Invitation to FIH Representative.

Motion: Mr. Johnson moved:

“To invite Aaron Sher to attend the next Board meeting and to send him meeting materials.” **PASSED**

- d. Location of next two Board meetings.

June 2-3 – meet in Philadelphia near the airport, all day Saturday, half day on Sunday.

November 17-18 – University of Maryland campus (site of the NCAA Final Four Championship), all day on Saturday, and half day on Sunday.

- e. Ms. Darling invited Board members to attend an athlete celebration dinner in Virginia Beach, tentatively scheduled for June 25.
- f. Conference call meeting. In August after the national teams participate in the Pan American Games there will be a Board conference call.
- g.. Committee conference calls. Committee chairs may conduct conference call meetings by contacting Peggy to set up the call.

16. The meeting was adjourned at 11:15 a.m.