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**PAN AMERICAN HOCKEY FEDERATION  
CONGRESS  
19 JULY 2015 - 9:00AM**

**DRAFT MINUTES**

**PRESENT**

**Delegates:**

Argentina – Mario Galliano (Secretary), Liliana Capurro, Sandra Isola  
Barbados – David Rouse (President), Cameron Burke  
Bermuda – Mark Melo  
Brazil – Sydney Rocha (President), Bruno Patricio (CEO)  
Canada – Jeff Sauvé (CEO), Ann Doggett  
Chile – Sebastian Wenz (President), Walter Kramer  
Costa Rica – Bernardo Picado (President)  
Cuba – Alex Hernandez (President), Guillermo Stakemann  
Dominican Republic – Rafael Sosa Nolasco (President)  
Ecuador - Andrea Sotomayor  
Guatemala – Pablo Reyes (President)  
Jamaica – Victor Tomlinson (President), Leon Mitchell, Annemarie Smith  
Mexico – Carmen Garcia (President), Leticia Ramirez  
Panama – Ademir Montenegro (Vice President)  
Peru – Gianni Delucchi (President), David Ruiz  
Paraguay -- Norma Fernandez Caballero (President), Patricia Niella, Estella Arron Irun  
Puerto Rico – Hector Rios Motta (President), Katerina Cruz Joubert (Vice President)  
Trinidad and Tobago – Roger St Rose (President), Reyah Richardson (Secretary)  
USA – Shawn Hindy (Chair of USFHA Board of Directors), Pam Stuper, Rene Zelkin  
Uruguay – Danae Andrada Barrios (President)  
Venezuela – Zuleika Seijas (President)  
(Note – first name denotes voting delegate)

**PAHF Officers, other members of the PAHF Board of Directors and Guests:**

President – Alberto “Coco” Budeisky  
Hon. Secretary General – Aaron Sher  
Hon. Treasurer – Derek Sandison  
VP North – Mary Ciccinielli  
VP C. and Caribbean - Maureen Craig-Rousseau  
Managing Director – Julio Neves  
PAHF President Emeritus – Tony Von Ondarza  
PAHF Honorary Life Member – Sue Neill  
Chair of Athletes Committee - Scott Sandison  
Chair of Appointments Committee - Laura Pigretti  
Chair of PAHF Competitions Committee - Willard Harris  
Chair of Media and Communications Committee - Yan Huckendubler



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Kelly Fairweather – FIH CEO  
Mike Joyce – FIH CFs and NAs Service Manager

## **VERIFICATION OF CREDENTIALS**

The President noted that there were delegates from 21 PAHF member countries, all with voting rights, and the present quorum was established.

## **PRESIDENT'S REMARKS**

Alberto “Coco” Budeisky, PAHF President welcomed the delegates, Tony von Ondarza – PAHF President Emeritus, Sue Neill - PAHF Honorary Life Member and Kelly Fairweather – FIH CEO.

The President remarked we have important projects on the next two years and invited the NAs to approach PAHF to inform about their specific needs. Coco went through the number of achievements since last Congress and highlighted that PAHF has been proactive, that it has improved and enhanced meetings, including regular approach to different NOCs. Haiti applied for PAHF membership while Bolivia and Nicaragua applied for their provisional membership, until they become FIH Members next year. Colombia is on the road to apply for membership at next FIH Congress, in 2016.

The President commented on the new PAHF Statutes that have been previously circulated to NAs encouraging the Delegates to approve in order to align and comply with FIH requirements. He also referred to the new membership fees structure based on the World Rankings aligning PAHF with FIH changes.

The important achievements in this period include the establishment of the PAHF Athletes Committee and its first elections; PAHF now will have an elected Athletes' Committee to bring the athletes' voice to the Board of Directors and PAHF Committees. Coco also noted the second edition of the Indoor Central American Championship, as part of the Central American Development Project, which brings competition opportunities for those developing and emerging countries, plus education to aspiring umpires and technical officials.

The President encouraged PAHF Members to work towards integration and engagement with PAHF and FIH for the growth of hockey in the Pan American region.

## **HON. GENERAL SECRETARY'S REPORT**

Aaron Sher introduced the report to the Congress. The Honorary Secretary General explained that the report would be presented in conjunction with the Managing Director, Julio Neves, since per the new PAHF Statutes the Managing Director replaces the Honorary Secretary General, following FIH line.

The report informed what PAHF is executing against FIH/PAHF Memorandum of Understanding (MoU). It pointed out that PAHF is financially stable and set to execute plans, in line with FIH. It mentioned the new template for sponsorship agreement, the incorporation of PAHF in Miami, USA, remarked the bidding protocols successfully implemented and PAHF Events were awarded until 2017, as some of the main achievements.



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PAHF Structure was adjusted for the FIH 10-year strategy; New PAHF Statutes, creation of an Athletes Committee, Committees restructure including Administration and Operational adequacy, which should play an important role in PAHF's goal to achieve a more professional administration.

Julio Neves went through the priorities for 2015-2016 that include:

- Increase participation of members in PAHF and FIH Events
- Increase the numbers of viewers on line in all social media platforms (PAHF website, Facebook, Twitter, You tube, etc.)
- Continue building solid relationships with National Association administrations and help the NAs to build better relationships with their NOCs and Government funding agencies.
- Continue to activate PASO and Olympic Solidarity funds as much as possible working together with the NAs and respective NOCs.
- Provide courses for Coaches, Umpires, Technical Officials and Hockey Administrators in order to instruct and improve the number of people necessary to develop hockey – with support from the FIH Hockey Academy.
- Continue to grow PAHF by adding new member nations and exposing its name and brand

The Managing Director highlighted that PAHF will face some challenges for the next period:

- Economic difficulties, as the Pan American Region is a big Continent and has an significant number of small member Associations
- Around 70% of NAs in PAHF have very limited resources to participate in events
- There may be some issues and challenges for the alignment of events in PAHF region – PAHF, FIH, Multisport Games
- Inefficient administration and planning in many NAs. Weak institutional relationships between NA, NOC and other funding agencies in many nations
- Engagement with National Associations to build a better and quality PAHF

## **HON TREASURER'S REPORT**

Derek Sandison proposed to the Congress that the Auditor's Report should be done by the NAs, as it was in the past. The Congress approved the proposal and USA as host country of the next Congress will Audit PAHF accounts. The Delegates received a hard copy of the Financial Statements from Auditors and Financial Management Statements - Balance Sheet and Income Statement illustrated his presentation.

### **Auditor's Report 2014 – 2015**

The Auditor's report was approved by the Congress.

### **Approval of the Accounts**

Accounts were approved by the Congress.



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### **Subscriptions for 2015-2016**

The new membership fees structure, based on the World Rankings and similar to the FIH membership fees structure was explained by the Honorary Treasurer and approved by the Congress. Argentina proposed that an increase of the fees should be brought forward at next Congress.

### **REPORTS OF COMMITTEE CHAIRS**

#### **Athletes**

PAHF is the first Continental Federation to conform an Athlete's Committee. Scott Sandison, Chair of this committee highlighted the importance of this initiative. Now athletes can express their point of view and voice their concerns at the next level.

Scott expressed his satisfaction regarding the election process. PAHF received and released valid nominations and NAs received the list of their eligible voters (athletes fulfilling the elections procedures criteria. All NAs replied, confirming their athletes' e-mails for PAHF to enable online voting, which was accessible not only for those NAs competing at the Pan Am Games, but all the member NAs of the PAHF.

Eligible athletes had to cast votes for 4 candidates (out of 5) on the ballot that would be best suited to voice their concerns and make the greatest impact in PAHF. The votes were cast from July 4-17, 2015. Over 200 athletes from across the Pan American region took time to decide on which candidates they preferred, which means that almost 50% of the athletes voted, which was considered a great result for a first election. Now PAHF has a Database populated with the information of more than 500 athletes

The following athletes were elected to the committee:

- Keli Smith-Puzo (USA)
- Macarena Rodríguez (ARG)
- Kwandwane Browne (TTO)
- Yoandy Blanco (CUB)

The next athletes' election will be in August 2017 during the Pan American Cups in USA.

#### **Appointments**

Laura Pigretti pointed out that she started at the Appointments Committee after the last Congress, on October 2013. It had its own structure and objective with a composition of 7 members. Due to operational reasons, and approved by the Board on April 2014, it was reduced to 4 members. (Chairperson, PAHF President, Hon. Secretary General and Managing Director). A new composition of the AC is being reviewed to be approved by the Board going forward.

Laura explained that the goals and objectives of the committee are to appoint technical officials for outdoor/indoor hockey competitions as required by the PAHF Chart of Responsibilities and other PAHF policies and procedures, as appropriate to the particular tournament. She also went through the committees' responsibilities and procedures:

The Committee achieved the following goals:

- Operational Procedure for Nominations & Appointments of Tournament Officials approved by the Board, in April 2014.



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- During the period October 2013 - July 2015, AC worked on the nomination of tournament officials' panels for 15 tournaments, resulting in over 160 technical officials' appointments.

The priorities of the AC for 2015-2016 are:

- Ensure the correct application of the "Operational Procedure for Nominations and Appointments of Tournament Officials" for the appointment of individuals who will comprise the tournament official's panel, for sanctioned tournaments by PAHF and /or FIH during the period 2015-2016.
- Establish strong interaction, support and fluent communication with other committees to meet the objectives of the Strategic Plan and the associated Operational Plan.

### **Competitions**

Willard Harris explained that the Competitions Committee continues to experience challenges in member participation at meetings (including online). NA's support for their representatives is critical. Committee members must be prepared to work on their own time; and give timely and meaningful feedback. Also, they must think regionally and not for the benefit of their NA only.

The Committee meets once annually in person and regularly via Skype meetings to discuss specific matters or for general updates.

All indoor and outdoor tournaments were successfully delivered throughout the Pan-American Region including Multisport Games, and World League.

The priorities for the next period are:

- Modify Continental Ranking Methodology and improve PAHF weighting at FIH World Rankings.
- Development of Beach, Para and Masters Hockey.
- Development and Promotion of Hockey5s (also referred to as Hockey G) in conjunction with new FIH direction and aiming towards Youth Olympics in 2018, Buenos Aires.
- Acquiring Tournament Officials Data for integration with the FIH Appointments Management System (AMS).
- Continuance of Training of existing Tournament Officials and cross-training with Umpires Managers.
- Continue development of new Technical Officials in the Central America Development Project at their Indoor Tournament in Honduras.
- With the AC & UC, develop a policy/guideline for PAHF, outlining minimum standards for new tournament officials to be appointed to international tournaments and events.
- Delivery of the 2<sup>nd</sup> PAHF Pan American Challenge – Men & Women, Chiclayo, Peru in October 2015.
- Delivery of Junior Pan American Championships 2016 (Men in Toronto, Women in Port-of-Spain)
- Delivery of the South American Championships 2016 – Men & Women, Chiclayo, Peru in October 2016.
- Review and clarify Roles & Responsibilities of the TD and the Event Coordinator for effective event delivery.



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### **Umpiring**

Roger St Rose brought to the attention of NAs the low number of umpires in the Pan American region. There are 26 National Associations within PAHF. There are 64 FIH Umpires within PAHF, and these umpires are spread over 15 nations with only 7 nations with more than 1 umpire.

Four women umpires are included on the FIH Umpiring panel of prospective nominations for the Road to Rio and beyond tournaments. Five of our men umpires are in a similar panel for the men umpires. In the 2014 Men's Hockey World Cup, after a hiatus of 5 years, there was a male umpire in the FIH World Panel from our continent.

The women continue to make their way and there was four women proudly representing PAHF at the Women's Hockey World Cup 2014.

The UC keeps strengthening umpiring Educational program through courses, seminars and mentoring programs.

Priorities for 2015-2016:

- PAHF UMs workshop in November 2015
- Roll out of the PAHF Mentorship program in the later quarter of 2015
- Continuation and cementing of the PAHF Umpiring Badge.

### **Development**

Laura Macchiotti (PAHF Events Coordinator, Development Manager and Administrative assistant) presented the Development report on behalf of Laura Darling. This Committee has executed most of its planned projects.

Laura explained the Committee structure will change with professional staff in charge of execution of plans. There has been a steady growth in critical areas as a result of Education and Development visits. The achievements include the foundation of three new NAs: Haiti, Bolivia and Nicaragua. Colombia is on the pipeline, almost ready to apply for membership at next FIH Congress. PAHF also accomplished to deliver courses and clinics, various donations of equipment, support and advice to NAs for application of OS funds.

Priorities for 2015- 2016:

- Continue efforts to bring in more PAHF member nations.
- Development of Special Projects to assist in the growth of Hockey.
- Growth of Development initiatives within new structure.
- Activate FIH TAP and seek different and innovative funding sources to assist development nations and programs.

### **Media and Communications**

Yan Huckendubler explained that the role of the PAHF Media & Communications Committee has changed a great deal in the last few years, with the rapid evolution of digital media and the development of multiple social media channels. Hockey fans are now expecting frequent posting of information, instant posting of goals and results during competitions, and more visual elements (pictures and videos). Streaming of main competitions is more or less taken for granted.

In December 2014, it was decided to dissolve the Committee in its current structure and only maintain a



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Chairperson appointed by the Board, plus collaborators and advisors depending on the issues and goals to be pursued. The purpose is to make the committee operations more efficient, with faster response to demanding matters and easier access to experts in specific subjects.

### **Medical**

Dr Leticia Ramirez highlighted the importance of spread of the appropriate information to all, mainly Team Staff and athletes, regarding modifications of the WADA Anti-doping Code and procedures to get the proper Medical Insurance coverage at tournaments.

The priorities of this area are:

- Training of Medical Officers
- Keep Anti-doping information updated, and follow-up the WADA approach and application of regulations at PAHF events

### **CONSIDERATION OF APPLICATIONS FOR MEMBERSHIP AND FOR STRIKING OF MEMBERS**

Haiti full membership was accepted by the Congress. Bolivia and Nicaragua's provisional memberships were also accepted by the Congress.

### **PROPOSALS FOR ALTERATIONS TO THE STATUTES**

The new Statutes were approved without any abstentions.

### **ELECTION OF ORDINARY BOARD MEMBERS**

Aaron Sher explained the voting procedure for 6 (six) Board members of which at least 5 (five) needed to be female. According to the new statutes, there must be at least one representative from North America, one from Central America/Caribbean and one from South America among the 8 (eight) ordinary members. For clarification, the President, the Treasurer, the Managing Director and the Athletes' Representative are not considered ordinary members.

In order to be elected, a candidate needed an absolute majority of votes (50% +1).

#### **1. Election of 1 (one) North American Board ordinary member**

There were 2 (two) female candidates nominated from the referred region.

- a. The candidate with the most votes was elected for a 4-year term.
- b. The candidate not elected could choose to run in the subsequent ballots for the remaining Board positions.

#### **2. Election of 4 female Board ordinary members**

There were 7 (seven) female candidates nominated for the referred election.



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- a. The 2 (two) candidates with the most votes were elected for a 4-year term.
- b. Another 2 (two) candidates were elected for 2-year term, to keep gender balance in the next Congress.
- c. All candidates were named in the first ballot, and this allowed National Associations to vote up to 4 (four) candidates. Only 4 (four) candidates that received an absolute majority were elected.
- d. If less than 4 (four) persons get an absolute majority of the votes, there would be subsequent ballots to complete the number of positions required. These ballots would have the double number of candidates of the remaining positions available.

Once the 4 (four) female members were elected, there was a ballot for 1 (one) remaining Board position. The female candidates not elected could choose to run in the ballot for the final Board position.

### 3. Election for the 1 (one) remaining Board position

There were 6 (six) female candidates nominated for the referred election.

- a. This candidate was elected for a 4-year term.
- b. This ballot will elect 1 (one) candidate who has an absolute majority.
- c. Should no candidate receive an absolute majority of votes, there will be a second ballot with the 2 persons who received the most votes in the first ballot.

### Elections

Aaron Sher confirmed that 11 votes (absolute majority) was required to win the election. The scrutineers proposed and approved by the Congress were: Walter Kramer (CHI), Mark Melo (BER) and Carmen Garcia (MEX). All the candidates made a 2-minute presentation to the NA delegates.

1<sup>st</sup> ballot: 1 female Member from North America

Mary Cicinelli - 19 votes

Pam Stuper - 1 vote

1 spoilt ballot (no mark)

**Mary Cicinelli was elected for a 4-year term**

2<sup>nd</sup> ballot: 4 female ordinary members

Maureen Craig-Rousseau - 16 votes

Zuleika Seijas - 16 votes

Sandra Isola - 15 votes

Danae Andrada - 10 votes

Patricia Niella - 10 votes

Pam Stuper - 10 votes

Annmarie Smith - 1 vote

**Maureen Craig- Rousseau and Zuleika Seijas were elected for a 4-year term, and Sandra Isola was elected for a 2-year term**

Annmarie Smith was dropped off the next ballot.

3<sup>rd</sup> ballot: 1 female ordinary member

Danae Andrada - 8 votes





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Pam Stuper - 7 votes  
Patricia Niella - 5 votes  
1 spoiled ballot (no mark)

**No majority**

Patricia Niella was dropped off the next ballot.

4<sup>th</sup> ballot: 1 female ordinary member

Danae Andrada - 11 votes  
Pam Stuper - 10 votes

**Danae Andrada was elected for a 2-year term**

5<sup>th</sup> ballot: 1 ordinary board member

Gianni Delucchi - 10 votes  
Pablo Reyes - 5 votes  
Cameron Burke - 3 votes  
Ademir Montenegro - 1 vote  
Pam Stuper - 1 vote  
Patricia Niella - 1 vote

**No majority**

6<sup>th</sup> ballot: 1 ordinary board member

Gianni Delucchi - 13 votes  
Pablo Reyes - 7 votes  
1 spoiled ballot (no mark)

**Gianni Delucchi was elected for a 4-year term**

## ANY OTHER BUSINESS

### Awards

Laura Darling and Leticia Ramirez received the **President's Award**.

Aaron Sher, Maureen Craig Rousseau, Monica Cumberbatch, Rene Granat and Maria Elena were awarded with the **Order of Merit**.

Barbados presented the request to include the election procedure in the Statutes.

The President welcomed the new members of the Board and thanked Aaron Sher and Pam Stuper for their work at PAHF and Pan American hockey.

**Adjournment**- 3:40 pm