



## USA Hockey Board of Directors Meeting August 11, 2025

### Attendance

**Present:** Mike Trimboli, George Atkinson, Keith Barrett, Ryan Bedford, Tom Cline, Bill Daly, Declan Farmer, Lyndsey Fry, Donna Guariglia, Eric Guzdek, Bob Joyce, Donna Kaufman, Kris Knauss, TC Lewis, Taylor Lipsett, Mike McCullough, Al Montoya, Shawn Spencer, and John Tobin.

**Absent:** Caitlin Cahow, Julie Chu, Don Gould, Noah Grove, and Kevin McKee.

**Staff Members:** Pat Kelleher, Ted Devine, Tony Driscoll, Casey Jorgensen, Kelly Mahncke, Bob Mancini, Scott Monaghan, and John Vanbiesbrouck; Tami Tranter, absent.

### Call to Order

Mike Trimboli called the meeting to order at 2:02 pm Mountain Time.

### Conflict of Interests

Bob Joyce indicated that his firm works with Pure Hockey in the event it relates to any agenda issues..

### Approval of Minutes

TC Lewis made a motion to approve the July 14, 2025, minutes (2<sup>nd</sup> Keith Barrett). Minutes were approved.

### President's Report

Mike Trimboli confirmed that the book in BoardEffect for this meeting aligns more with a standard meeting and reiterated that new members are welcome to ask any questions or seek background information, but they can also contact their board mentors. Mike discussed the start of the season and how activities will begin ramping up across all affiliates. He mentioned that notifications for the Councils, Committees, and Sections have been sent out and reminded the Chairs of the compliance requirements, asking them to remind their members. Mike also discussed the opening of the Hlinka Gretzky Cup, the ongoing women's camp in Lake Placid, the upcoming Level 5 Coaches Symposium in Columbus, and the upcoming Advanced Officiating Symposium in Virginia.

### Executive Director's Report

Pat Kelleher began by discussing the overlap and transition in August, covering camps and international competitions for the 24-25 season wrapping up and the start of the fall 25-26 season. He also mentioned that the new Annual Guide is now available online with the new Board as well as the Councils, Committees, and Sections. Pat discussed the end of the Fiscal Year on August 31 and that he and Kelly have asked the senior staff to update projections and budgets for next year. He briefly reviewed ongoing matters such as the NCAA rule change and discussions with the CHL and USHL regarding player





movement. Pat and John Vanbiesbrouck will be in Toronto next week for a day and a half of meetings with Hockey Canada. He highlighted the strong start for membership this season and referenced our continuing work on the contracts with the women's and sled teams. Pat mentioned his work on these contracts with Casey Jorgensen, Kelly Mahncke, and John Vanbiesbrouck, and that they report back to Mike Trimboli, Donna Guariglia, John Tobin, and Kris Knauss on their progress. Regarding upcoming events, Pat noted that the NTDP Orientation begins Monday, August 25th, alongside NHL men's players arriving for Olympic Orientation Camp.

### **Treasurer's Report**

Donna Guariglia reported that as of June, the net income is \$10.65 million, exceeding budget projections by \$3.8 million. Total revenue year-to-date was \$918,000 more than budgeted, while total expenses were \$2.9 million under budget, resulting in a favorable variance. Total revenue through June is \$57.3 million, including the ERC grant money received. Event revenue is below budget year-to-date due to the IIHF U18 Men's World Championship and the Men's Sled World Championships, which are still being reconciled to minimize the budget impact. As outlined in June, a significant variance is expected for the U18s, with a smaller variance for the Sled event compared to our budget. We received \$1.4 million for the Men's World Championships, which will help boost event revenue. The year-to-date expense total is \$47 million, coming in \$3 million under budget. Operating expenses are \$1.3 million under budget, mainly because of grant expenses that sunsetted this year for College Hockey, Inc. Travel expenses are \$1.2 million under budget; this will even out when we book the \$1 million hotel bill for the U18s in July and the \$200,000 additional cost for the Women's World Championships. Donna mentioned Pat and Kelly working with senior staff on reforecasting for the end of the year to produce an accurate projection, and she has been working with Kelly to assemble the group that will handle the potential fee increase per CPI. Kris Knauss asked for clarification on whether the \$200,000 for women's worlds was a shortfall from 25 or 26, and Kelly clarified that it was for this fiscal year.

Kelly Mahncke provided an update on the IT Subcommittee and mentioned that they would focus heavily on privacy and data policies as we engage in the AI and analytics project and data sharing.

### **Diversity, Equity & Inclusion Update**

Donna Guariglia mentioned that everything was included in the report in BoardEffect.

### **Legal Report**

John Tobin began by stating that there are no pending appeals or arbitrations at the moment.

Casey Jorgensen discussed one of the three appeals that have been decided since the June meeting involved the interpretation of the tampering rule for Tier I. He recommends having our legal and hockey departments work to clarify the nuances of the new rules so they can collaborate and seek amendments to correct them in January. We have two ongoing arbitrations under the Transfer Agreement with Hockey Canada and the CHL. One is between a Western Hockey League team and a USHL team related to tampering at the junior level, and the other is a case that USA Hockey filed on behalf of the NTDP against a Western Hockey League team over their recruitment of a contracted player. Casey emphasized that there are ongoing difficulties with handling disciplinary measures, especially around discrimination matters that carry a high risk of leading to litigation. Recently, there have been three or four of these cases that we are working to mitigate and coordinate with our affiliates to prevent.





### Council Chairperson Updates

Keith Barrett briefly discussed all of the youth national camps held over the summer along with the Four Nations tournament. Bob Mancini added that they were pleased with the selection of both the girls' and boys' teams and the success of the camps. He also gave a short recap of the Four Nations event and praised Scott Monaghan and his staff for their efforts in hosting, especially after Germany dropped out of the tournament on short notice. Keith mentioned that monthly Youth Council calls will begin the next day. He also noted that a major focus at this year's Advanced Officiating Symposium would be on mentorship and strategies for retaining younger officials in the program long-term.

TC Lewis said everything is in the Junior Council report in BoardEffect. He added that USHL and NAHL camps are continuing across the country.

Tom Cline mentioned that the Adult Council recently had its first call with its new members. He added that the information about Pond Hockey will be posted soon, including pre-invites and registration details. Tom also stated that Josh Holmes continues to work on Adult Nationals.

Kris Knauss started the International report by praising the staff in Minnesota for the World Juniors Summer Showcase at the University of Minnesota, including mention of the officiating program's work in the event. He also mentioned Four Nations, Hlinka, and the Olympic Orientation in Plymouth at the end of the month.

Donna Kaufman opened the Membership report by discussing the increased types of data that will be included in future reports and information that can be passed on to the Growth Coordinators to identify specific areas. The current focus is on Try Hockey for Free, which has been moved from November to September. She stated that the report also shows what percentage of rinks and associations have previously participated in Try Hockey for Free. Growth Coordinators will attend presentations in Columbus with Katie Holmgren. Donna also mentioned Ted Devine's work on the CRM platform and the new NHL Learn-to-Play expansion, with five to six additional sites coming online soon. Ted added that the Affiliate Growth Coordinators have a strategic planning session tomorrow and highlighted Donna's efforts on Try Hockey for Free, which currently has 220 sites out of the goal of 300. He noted that of the 80 sites surveyed so far, only 75% have a next-step qualified program like learn to skate. As well, the ACHA has brought back 50 new teams from the southeast under USA Hockey. Ted, Donna, and other members of the Membership Council will travel to New York to meet with the NHL to discuss the marketing partnership and data.

Scott Monaghan discussed that the arena was gearing up for a busy month with NTDP Orientation, both national teams, the Kiefer Game, and the start of the season.

Pat Kelleher mentioned that the Foundation has been collaborating with donors ahead of Milan and expects to make some announcements soon about donors for the Arena Campaign.

Mike Trimboli mentioned during Eric Guzdek's report that he will be reaching out to the Affiliate President's Committee regarding the summary report issued by the Youth Council Subcommittee on Officials. This report monitors the disciplinary outcomes for the 601(E)(1) hearings to track those penalties and results. Mike asked that Eric collaborate with Steve Oleheiser once the Committee meets to discuss the results of this report.





Tony Driscoll stated that in addition to the written Marketing Report, that there have been changes in the equipment manufacturer category and that the implementation raised some concerns among national team players. We have had discussions with the USOPC and we had a call last week Pat Kelleher, Casey Jorgensen and Mike Trimboli, along with Julie Chu, Taylor Lipsett, and Declan Farmer as athlete representatives, and the USOPC, while working toward resolutions to be compliant with the USOPC.

### **Old Business**

None.

### **New Business**

Casey Jorgensen introduced and explained the now required application of the US President's Executive Order on transgender participation in the Olympic and Paralympic movement. As a result, the USOPC must now require all NGBs to adopt policies complying with the Executive Order to ensure fair and safe competition for female athletes and only allowing only athletes assigned female at birth to compete in female categories. The USOPC is monitoring as NGBs update their policies. The draft policy is being presented today for review and discussion, with the anticipation that the Board will continue discussions, then vote on it at the September meeting. Casey clarified that the USOPC will review and approve the draft before the vote. Discussions then focused on the effective date. Lyndsey Fry raised questions about how this policy would apply to players already registered and rostered, and whether those teams could register in open or co-ed divisions. Donna Guariglia, chair of the Diversity, Equity, and Inclusion Committee, referenced that this is a difficult change from a DEI perspective but recognized that action is required. Casey clarified that while the USOPC requires NGBs not to be more restrictive than their international federation, enforcement in this case will be limited. Additional discussion focused on how to support affected members and families, noting that although there is no strict compliance deadline, this cannot be delayed until next season.

Pat Kelleher discussed the current plans for the November in-person Board Meeting with more information to follow.

### **Future Meetings**

The next meeting will be held on September 8, 2025, via Zoom.

### **Adjournment**

Donna Guariglia moved to adjourn the meeting (2<sup>nd</sup> Kris Knauss). Meeting adjourned at 3:04 pm.

