



## USA Hockey Board of Directors Meeting February 10, 2025

### Attendance

**Present:** Mike Trimboli, Cheri Bonawitz, Tom Cline, Dwayne Dillinger, Don Gould, Noah Grove, Donna Guariglia, Bob Joyce, Donna Kaufman, Kris Knauss, Taylor Lipsett, Mike MacMillan, Kevin McKee, Steve Oleheiser, John Tobin, and Andy Yohe.

**Absent:** Keith Barrett, Ryan Bedford, Caitlin Cahow, Julie Chu, Bill Daly, Declan Farmer, Jen Lee, and TC Lewis.

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

### Call to Order

Mike Trimboli called the meeting to order at 3:32 PM.

### Conflict of Interests

None.

### Approval of Minutes

Cheri Bonawitz made a motion to approve the January 15, 2025 minutes (2<sup>nd</sup> Andy Yohe). Minutes were approved.

Dwayne Dillinger made a motion to approve the January 16, 2025 minutes (2<sup>nd</sup> Steve Oleheiser). Minutes were approved.

### President's Report

Mike Trimboli opened the meeting with a review of the Winter Meeting in Nashville. Feedback had been positive so far, and surveys were sent out and compiled to identify potential improvements for the following year. Mike provided a brief summary of the incident that occurred in Washington State concerning the assault involving two young officials and Mike confirmed that PNAHA is addressing the matter with the parent that assaulted the officials. He also extended his congratulations to Tom Cline on the success of the Pond Hockey National Championship in Eagle River. Mike mentioned the upcoming Four Nations event and noted that he would be in attendance, adding that the players were very excited for the event as it will be the first time in several years many of them will wear the Team USA Crest.

### Executive Director's Report

Pat Kelleher began by announcing that the bids are back for the November Board of Directors meetings and expressed his hope to share that information with everyone before the next meeting. Pat talked about the upcoming international events, including the Four Nations, noting that the sled hockey team will compete against Canada in Boston, as well as the Women's Rivalry Series and the NTDP teams





participating in a Five Nations tournament in Europe. He reflected on our celebration of National Girls and Women in Sports Day and expressed his appreciation for the women on the call. He pointed out that we are officially one year away from the 2026 Olympic Games and that Hockey Week Across America will kick off the following week. Pat also announced that Charlie Jacobs, CEO and Alternate Governor of the Boston Bruins, would be joining the USA Hockey Foundation Board. Additionally, he noted that Dylan Duke scored in his NHL debut, becoming the 103<sup>rd</sup> former NTDP player to play in the NHL this season.

Pat provided a brief update on junior hockey and the two teams that were considering leaving but have decided to remain in the USHL. Casey Jorgensen is involved in the legal and international matters involving the teams. There was a short discussion about the recent Executive Orders regarding diversity, equity and inclusion and transgender athlete eligibility, and USA Hockey will continue to monitor the situations and provide updates as developments arise.

### **Treasurer's Report**

Donna Guariglia opened her report by stating that the net income has stabilized as expected. Net income through December amounted to \$21 million, which is \$1.3 million above budget projections. Donna indicated that the overall revenue aligns closely with expectations, while expenses account for the variances. Total revenue surpassed the budget by \$260,000, reaching \$40.8 million, and year-to-date expenses stand at \$19.7 million, which is \$1.1 million below budget. Health insurance expenses are lower than anticipated due to several claims exceeding our stop-loss limits, leading to reimbursements; operating expenses are \$367,000 lower, primarily due to timing. Advertising and promotional expenses reflect a temporary variance due to timing, while insurance costs are slightly above budget because of membership growth. We reduced our corporate D&O liability insurance retention from \$500,000 to \$250,000. Consulting, honoraria and services, along with other expenses, show timing discrepancies and are expected to normalize. Travel expenses are below budget by \$535,000 but are projected to align with the budget by year-end, assuming no significant changes occur. Legal expenses related to the ongoing junior hockey matters are expected to exceed the budget by \$100,000. Marketing is experiencing positive movement in sponsorship revenue; however, there have been increased operating costs for the Four Nations and the IPC Sled World Championships have posed some budgeting challenges, as losses may exceed projections based on ticket sales and revenue. Tariffs are expected to increase some equipment costs by up to 25%, with sticks, pucks, and equipment subject to a 20% increase. The budgeting process is underway for the FY26 budget. Per diem adjustments for FY26 are set at \$75 per day. Donna mentioned that an Annual Guide and an Affiliate Agreement Financial Committee have convened to explore how to provide enhanced financial guidance to the affiliates to help eliminate past issues in site reviews.

### **International Report**

John Vanbiesbrouck began his report by discussing the excitement surrounding the first team meeting and practice at Four Nations. The team has experienced a few significant injuries that are being monitored. They have also welcomed Guy Gaudreau, Mike Eruzione, Rob McLanahan and Mike Modano to be with the team. John also recognized the performance of the Women's National Team players in the recent Rivalry Series games against Canada.





### **Diversity, Equity & Inclusion Report**

Donna Guariglia highlighted the celebrations and acknowledgements of Black History Month throughout the Affiliates, Districts, and NHL, and also noted that Brock McGillis is leading an LGBTQ+ activism program in the US and Canada.

### **Legal Council Report**

John Tobin reported that three appeal deliberations took place the previous week, with Ben Tronnes crafting the decisions. John also mentioned that he has begun organizing the elections for June.

Casey Jorgensen added to the earlier update about the two teams attempting to join the CHL. Casey stated that while the teams confirmed their intention to return to the USHL, the teams' counsel has advised that the teams intend to violate USHL rules by compensating players and perceive no restrictions against doing so. There are ongoing discussions with the relevant league and team attorneys. Casey briefly addressed the current issues with the proposed changes to the USA Hockey/Hockey Canada/CHL Transfer Agreement. Casey also informed the Board that the assault of officials situation in Seattle has been submitted to the Center for SafeSport, as the parent has recently become a member of USA Hockey.

### **Council Chairperson Updates**

Bob Mancini mentioned that he, Keith Barrett, and BJ Ringrose will reach out to the PNAHA officials who were assaulted during the game. Bob also noted that a National Championship site in the Potomac Affiliate will move to Ashburn, Virginia because the rink is in disrepair. He added that there is a National Development League FAQ and that the NDL working group will meet later in the week.

Don Gould provided an update on the upcoming Girls Global Game, featuring an expanded format to enhance visibility and opportunities. The 2025 National and District Player Development Guide is now available on the Girls page of the website, along with a link for players to seek assistance for injuries or if they're outside their district for tryouts. A committee has been established for seeding the national tournament for Tier I and Tier II. Don suggested a broader discussion regarding the Executive Orders, specifically about gender and the organization's current thoughts and direction.

Tom Cline summarized his experience at the Pond Hockey Championships and the feedback he received from teams, noting that he believes the return rate will be at least 95%. The event merchandise was excellent and sales were strong, and the medical staff were also excellent. The new Long Drink sponsor also provided great engagement.

Dwayne Dillinger added to the updates regarding 4 Nations and the Women's Rivalry Series. Scott Monaghan updated that the U18 and U17 teams finished 3<sup>rd</sup> and 4<sup>th</sup>, respectively, at their Five Nations events.

Donna Kauffman began the membership report by stating that they are currently working to drill down to evaluate the membership numbers to maximize growth and understand the current membership. Ted Devine added that they are fine-tuning the monthly report to focus on the association level and that the report will be available to affiliates. Ted expressed excitement about the NHL's potential expansion in six locations for Learn to Play, along with the Try Hockey for Free event upcoming on February 22.





### **Old Business**

None.

### **New Business**

Mike Macmillan raised a question about legislative proposals and how to manage their financial impacts. Kelly Mahncke mentioned that while this has been taken into account for new projects, she was uncertain about what it should entail for legislative proposals. Kris Knauss suggested it would be logical to have a fiscal note accompany proposals. Discussions continued regarding how this could be managed and what the timeline would need to look like. John Tobin expressed concerns about placing this responsibility on the proposer. Casey Jorgensen will draft language on fiscal impacts for a revised legislative proposal form and send it to Mike Trimboli for review.

### **Executive Session**

John Tobin made a motion to move into executive session (2<sup>nd</sup> Donna Kauffman). The Board moved into executive session.

Following the executive session, Mike Trimboli reported that the Board ratified the Legal Council's decision to uphold the findings of the Legal Council Subcommittee regarding a challenge to Colorado's affiliate status. The Board voted unanimously, with one abstention, to approve those findings.

### **Adjournment**

Bob Joyce moved to adjourn the meeting (2<sup>nd</sup> Steve Oleheiser). Meeting adjourned.

