



USA Hockey Board of Directors Meeting May 12, 2025

Attendance

Present: Mike Trimboli, Keith Barrett, Ryan Bedford, Cheri Bonawitz, Caitlin Cahow, Julie Chu, Tom Cline, Dwayne Dillinger, Don Gould, Noah Grove, Donna Guariglia, Bob Joyce, Donna Kaufman, Kris Knauss, TC Lewis, Mike MacMillan, Kevin McKee, Steve Oleheiser, John Tobin, and Andy Yohe.

Absent: Bill Daly, Declan Farmer, Jen Lee, and Taylor Lipsett.

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

Call to Order

Mike Trimboli called the meeting to order at 2:02 pm mountain time.

Conflict of Interests

None.

Approval of Minutes

Andy Yohe made a motion to approve the April 14, 2025, minutes (2nd Cheri Bonawitz). Minutes were approved.

President's Report

Mike Trimboli opened with a belated Happy Mother's Day to all of the hockey moms. He then provided an update on the passings of 1998 Olympian Lisa Brown Miller and longtime USA Hockey volunteer and Adult Vice President Don Mulder. He expressed congratulations and provided a recap of the Women's World Championship win with a great effort by the team and individuals, along with the Bronze medal in Men's U18s in Dallas, where they lost a hard-fought game in the semi-finals and then won the Bronze medal in overtime. Player Development Camps are ongoing across the affiliates, and the NDJ group has been conducting presentations with constituent groups. The budgeting process is underway with everything being submitted to the Finance Committee by May 16. Mike touched on the upcoming events, including the Men's World Championships, Sled World Championships with several of our board members participating, and the Annual Meeting in June. Mike will be travelling to the IIHF Men's tournament as well as the upcoming IIHF meetings.

Executive Director's Report

Pat Kelleher referenced the North American Rink Conference and Expo in Milwaukee. He echoed the congratulations to the U18 team and staff, and the staff that worked so hard to host the event. We faced different challenges which made attendance lower than expected. Pat stated that we are in discussions with Canada, Finland, and several other countries related to the schedule for the 2026 Women's World





Championships. He also provided a brief recap of the items that will be presented and discussed at the Annual Meeting, including the subjects for the Townhall.

Treasurer's Report

Donna Guariglia reported that as of March, the net income is \$17 million, which includes \$2.4 million in Employee Retention Credit revenue and exceeds budget projections by \$2.8 million. Total revenue year-to-date was \$1.4 million more than budgeted, while total expenses were \$1.4 million under budget, resulting in a favorable variance. Total revenue through March is \$48.8 million, reflecting a positive 3% year-to-date variance. The year-to-date tournament revenue is under budget by \$280,000, yet higher than last year's, with invitational tournaments at the \$250 registration fee generating \$318,000 year-to-date actuals versus the \$296,000 year-to-date budget. Adult tournaments show \$57,000 in year-to-date actuals compared to a \$190,000 year-to-date budget, with adult tournaments ongoing. Pond hockey tournaments totaled \$146,000. Grant revenue is under budget by \$845,000, primarily due to the College Hockey, Inc. grant not being a pass-through as the NHL now sends this funding directly to College Hockey, Inc. Miscellaneous revenue is lower because revenue for the Hockey Hall of Fame was less than anticipated. Year-to-date expenses total \$32 million, coming in at \$1.4 million under budget. Operating expenses are \$260,000 under budget, mainly due to timing variances, with advertising and promotional expenses showing temporary variances related to the timing of purchases, expected to align with the budget. Equipment minor purchases are over budget by \$160,000, primarily in international. Ice time rental expenses will balance out in April and May, with increased adult tournament and disabled event expenses. The insurance budget will also balance out, but will still be slightly over budget due to timing. Postage expenses relate to timing with the magazine; this will also balance out, with uniform expenses over budget by \$180,000, which is likewise a timing issue but will be slightly over at the end of the year. Travel expenses are currently \$740,000 under budget, while domestic flights are over budget. Prices have been running lower this time of year compared to last year. Donna concluded her report with the budgeting timeline and meeting dates for the rest of May.

Diversity, Equity & Inclusion Update

Donna Guariglia stated that everything is in the report.

Legal Report

John Tobin reported that one appeal hearing just concluded, with another scheduled for the following day and an upcoming arbitration.

Casey Jorgensen provided an update on the results of the recent athlete elections with Kevin McKee, Lyndsey Fry and Al Montoya being elected to the Board and Richard Park, David Leggio and Pam Dryer being elected to the Congress. The Athlete Advisory Committee will appoint an Athlete Representative to fill the unexpired term that will open when Lyndsey Fry transitions from her Congress position to the Board. Casey reported on the ongoing CAHA litigation with the trial concluding last month. Annual reporting updates have been submitted to the Center for SafeSport and the USOPC. Casey discussed the continuing turmoil around the Center and their issues with Congress, including the termination of the Center's CEO, and how the NBGs plan to address these and other challenges moving forward. He briefly touched on the ongoing Affiliate matters, with more details to be provided in the June report. Player agreements for Sled Hockey and the Women's National Team are set to expire in August, and discussions have started regarding those agreements. Additionally, Hockey Canada has provided comments to the Transfer Agreement, which will be reviewed in the coming weeks. Casey noted that there are 80 pieces of





legislation for the upcoming Congress Meeting in June, with anticipated amendments for many of them. John mentioned that the Legal Council will meet on May 20th to discuss the proposals referred to them for review. There was a discussion about the possibility of blocking some proposals during voting, as well as how the Legal Department is working to streamline the voting process during the meeting.

John Tobin provided an update from the Nominating Committee, which includes TC Lewis unopposed for VP Juniors, Don Gould unopposed for VP Girls, Dwayne Dillinger and Kris Knauss both for VP International, Ryan Bedford unopposed for Independent Director, Sarah Fraser unopposed for Representative At-Large, and George Atkinson, Mike McCullough, and Sean Spencer running for the two Director At-Large positions. The Affiliate Presidents and athletes will announce their candidates, and the Coaches and Registrars Sections will make nominations that will be elected by the Congress. There was discussion about scheduling time for candidates to speak prior to the elections.

Council Chairperson Updates

Keith Barrett mentioned that district camps have started along with the selection process for the camps that will take place throughout the summer. The NDJ group has continued meeting with constituents to provide education and gather feedback. Keith added that much of the feedback has been positive so far.

Don Gould echoed that camps are also starting for girls, along with the ongoing Tier I conversations. He also provided an IT update, stating that the new LMS system has been launched for officials and coaches, with a full rollout scheduled for June. IT has determined that the next tasks will involve analytics and AI, with further information and discussions expected in June. Bob Mancini praised the team for the new LMS rollout and mentioned that when an update was needed in an education module; the new system made it easy to update and launch just the impacted section.

TC Lewis stated that everything is covered in the report and gave an overview of the current junior USHL and NAHL league championships and the recent USHL draft.

Tom Cline discussed staff planning in relation to the tournament travel schedule and how to plan future travel years for the team.

Dwayne Dillinger expressed congratulations to the strong contingent of American officials and their success in IIHF events this year. He noted the completion of the first year of our partnership with the NHL in hosting the Men's U18s, and that the Summer Showcase is being moved to Minneapolis as an introduction before the World Juniors next year. Dwayne will also be attending the IIHF meetings later this month.

Donna Kaufman stated that the year-over-year analysis was included in the membership report. Donna added that the numbers show a 1.8% year-over-year growth, representing about 10,000 players, which, at an average of \$60 per player, results in an additional \$600,000 in revenue. Growth has been strong among adult and female memberships. Girls are up 5%, representing 17% of our players. Adults grew 2.3% and made up 31% of the player base. The 6U group remains robust at 4.2%, providing a solid foundation. Most affiliates experienced growth, with Wisconsin, Illinois, Maine, New York, Alaska, Colorado, Oklahoma, Texas, Utah, and Florida leading the way. Fourteen affiliates lost membership year-over-year, which will become an important focus starting at the Annual Meeting in June. The NHL Learn to Play Expansion in non-NHL cities is on track with ten applicants, which will be narrowed down to six.





Tony Driscoll shared an update on the Sponsorship Agreement with Upper Deck for the upcoming years, noting that everything else is included in the report.

Tami Tranter provided an update on fundraising and the NTDP jersey auctions, with proceeds going to the Arena and ongoing work toward next year's Circle of Champions and Olympic programming for major donors.

Steve Oleheiser stated that the Affiliate Presidents were scheduling a meeting prior to Denver.

Old Business

None.

New Business

None.

Future Meetings

The next meetings will be held on June 3, 4, and 7, 2025, at the Annual Meeting in Denver.

Adjournment

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

