



USA Hockey Board of Directors Meeting August 14, 2023

Attendance

Present: Mike Trimboli, Keith Barrett, Ryan Bedford, Cheri Bonawitz, Julie Chu, Bill Daly, Joe Eppolito, Don Gould, Donna Guariglia, Donna Kaufman, T.C. Lewis, Mike MacMillan, Kevin McKee, Don Mulder, Steve Oleheiser, Jenny Potter, Kris Knauss and Andrew Yohe.

Absent: Dwayne Dillinger, Declan Farmer, Brian Gionta, Jen Lee, Taylor Lipsett and John Tobin.

Staff Members: Pat Kelleher, Kevin Erlenbach, Casey Jorgensen, Bob Mancini, Scott Monaghan, Tony Driscoll, John Vanbiesbrouck and Kelly Mahncke

Call to Order

Mike Trimboli called the meeting to order at 4:02 pm Eastern Time.

Conflict of Interest Disclosures

None.

Minutes

Motion to approve the June 6, 2023 Minutes was made by Joe Eppolito and seconded by Keith Barrett. Minutes were approved. Motion to approve the June 7, 2023 Minutes was made by Don Mulder and seconded by TC Lewis. Minutes were approved. Motion to approve the June 10, 2023 Minutes was made by Donna Guariglia and seconded by Cheri Bonawitz. Minutes were approved. Motion to approve the July 7, 2023 Minutes was made by Donna Kaufman and seconded by Kris Knauss. Minutes were approved.

President's Report

Mike Trimboli reported that the purchase agreement for the sale of a portion of the Plymouth property fell through due to the purchaser's difficulty in obtaining financing. Mike announced that the November Board Meeting will be in Colorado Springs. The meetings will be held at the USOPC Museum and invitations have gone out to the Foundation and Board members. Penny Castiglia can assist with any questions on booking travel plans. We will also do a social event in the office with the staff during the trip. Mike traveled to the Advanced Officiating Symposium in Ohio, which was a great event. Mike also travelled to the Women's National Festival in Lake Placid. It was a very well-run event and he had good meetings with the players and staff.

The Councils, Committees, and Sections appointments have been completed and sent out. This year there were many changes due to the new athlete participation mandates. The size of the Councils, Committees, and Sections had to be regulated to make them manageable, but also there had to be a balance of placing the right people in those spots. Each of the Councils, Committees, and Sections have quality people





assigned to them to assist with the business of USA Hockey. Mike is continuing conversations with some people who may not have ended up on a requested Council, Committee or Section.

Mike thanked the Board for their participation in the Board Assessment. The Assessment has been closed, and the report has been received from the USOPC. That will be sent out to the Board with the last assessment. Mike noted that the last assessment completed by the former Executive Committee as opposed to the current Board of Directors.

Executive Director's Report

Pat Kelleher also recently returned from the Women's National Festival in Lake Placid. The continuing games will be on USAHockeyTV. Pat shared pictures with the Board on the renovations to the USA Hockey office lobby. Pat noted that player development programs, summer international events, sled camps, and officiating development camps have all gone smoothly over the summer. Pat thanked John Vanbiesbrouck, Scott Monaghan, Kristen Sagaert, Bob Mancini, Scott Zelkin, and all others involved in that success. Pat also thanked Scott Monaghan and his team at the arena for their successful work on the World Junior Summer Showcase and the Hlinka Gretzky Cup. The drive-in at the arena had a successful bump in revenue recently compared to earlier summer months. The World Junior 2026 bid process is being led by Tony Driscoll. Others on the World Junior selection include Mike Trimboli, Pat Kelleher, Dwayne Dillinger, John Vanbiesbrouck, and Madison Brown. An announcement of our host will hopefully be finalized by January.

Pat Kelleher reminded the members that USA Hockey is being audited by the USOPC this quarter. Pat thanked Casey Jorgensen and his team, Kelly Mahncke, Tony Driscoll, and others who participated to help collect and submit information. The audit has changed in that in past NGBs were "recognized" by the USOPC, and now NGBs are "certified" by the USOPC. Pat will be heading to the NTDP Orientation at the end of August in Michigan. The Congressional Commission hearing is in Washington D.C. on September 6th. Pat will testify on behalf of the NGB Council. Lastly, Pat Kelleher directed Board members to a presentation in Board Effect with information highlighting USA Hockey's initiatives on the grassroots level that Pat presented at the American Hockey League's recent Board meeting.

Treasurer's Report

Donna Guariglia reported that USA Hockey is performing better this month than budgeted. USA Hockey's net income to date is \$2 million more than budgeted to date. The total revenue is overall tracking with budget. Registrations are \$1.2 million lower than budgeted. Grant revenue is higher than budgeted by \$862,000 but will correct by the end of the year. Total expenses are under budget by \$2.9 million. Total operating expenses are under budget by \$1.4 million this month. Grant expenses are \$300,000 lower than budgeted. Ice time rental is \$200,000 lower than budgeted, but that should even out. Legal is nearly \$400,000 lower than budgeted, but we believe it may catch up close to the budget by the end of the year due to timing of invoices. Travel expenses are \$700,000 lower than budgeted.

Kelly Mahncke reported that the finance department is working to prepare for the audit that will be presented at the November Meeting. Kelly noted that USA Hockey is still waiting for the Employee Retention Credit check, which will likely be received in our 2024 fiscal year.

The Land of Enchantment affiliate just underwent a site review. These reviews are conducted every three years. There were concerns raised with the retention of financial records and USA Hockey has recommended that Affiliates keep their paperwork in an electronic format. Kelly Mahncke also reported





on the site review for the Colorado Amateur Hockey Association. The review is still pending documentation that needs to be provided by Randy Kanai, the former president.

Diversity, Equity and Inclusion Report

Donna Guariglia reported that the Carolina Amateur Hockey Association completed their first hockey skills weekend for players of color, and they partnered with the Hockey Players of Color Movement. USA Hockey's DEI leadership will be represented at the Beyond the Boards Summit in Canada this September. Donna Guariglia also added that DEI is partnering with the Communications Department for Hispanic Heritage and Native American Heritage Month.

Legal Council Report

Casey Jorgensen just returned from speaking on Safe Sport with the players at the Women's National Festival. A suspension letter was sent to Randy Kanai regarding his lack of responsiveness to the CAHA audit. Mr. Kanai has requested a formal hearing which is scheduled for this Thursday. Casey added that the Legal budget expenses being under budget is primarily due to litigation that was dismissed, resulting in lower legal fees.

On Friday USA Hockey received the draft report for the U.S. Center for SafeSport Audit. USA Hockey was in 100% compliance on the items audited. There is also a Risk Assessment Report that highlights aspects of the audit where USA Hockey went above and beyond at the Player Development Camp site audit.

Girls Council

Don Gould reported that the Girls Council had a joint meeting with Youth Council to approve guidebooks for the national tournaments, has been handling some waivers for Tier I and voted to eliminate host teams from Nationals beginning in 2025.

Junior Council

TC Lewis reported that the staff is busy this summer with international transfers, the World Junior Summer Showcase and other events.

Adult Council

Don Mulder reported that the Pond Hockey registration opens tomorrow. Don also reported that the Suburban Arena adult programs have returned to USA Hockey.

International Council Report

John Vanbiesbrouck reported on the World Junior Summer Showcase. The event was well attended with 45 players and 75 to 100 scouts a day. There were no injuries, in part due to changing the schedule for players to only play every other day. Overall, it was a successful event with the Arena and CJ's Restaurant also doing well.

John Vanbiesbrouck will be headed to Lake Placid to watch the Women's National Festival. The Youth Olympic Games will be held in February with Bob Mancini leading the team.





Membership Council

Donna Kaufman reported that Membership will be meeting this week to put together its subcommittees. Currently, there is a Membership Service Group working diligently on the issues right now with SafeSport Training and Registration IT issues. Donna thanked the Membership Department for their work. Donna Kaufman also reported on the plans for evolution of the Disabled Festival and to now add a National Championship for sled teams.

Player Development Committee

Kris Knauss reported on the 8U waivers that were granted to four affiliates for full ice games in the latter part of the season. Kris also reported that across the board the Player Development Camps have been a great success.

Marketing

Tony Driscoll reported that with the Women's Worlds being in Utica, we are also adding a project that is a documentary behind the scenes series, tentatively titled "The Road to Utica." It will be on the NHL Network beginning in March and leading up to the event.

Old Business

Don Gould provided the Board of Directors with an update on the progress of the IT subcommittee. The subcommittee will continue to meet on a regular basis and will provide updates to the Board of Directors as deemed necessary or requested.

New Business

Casey Jorgensen presented modifications to the Background Screening Review process to update them from the original process which required provisions from the transition period when screens were handled by the Affiliates. Donna Kaufman made a motion to approve the revised process; seconded by Steve Oleheiser. The revisions to the Background Screen Review Process were approved.

Adjournment

Donna Guariglia made the Motion to Adjourn (2nd by TC Lewis). The meeting adjourned at 5:25 pm Eastern Time.

