



USA Hockey Board of Directors Meeting December 9, 2024

Attendance

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

Absent. Bill Daly, Julie Chu.

Staff Members: Pat Kelleher, Tony Driscoll, Casey Jorgensen, Kelly Mahncke, Bob Mancini, Tami Tranter.

Call to Order

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

Conflict of Interests

None.

Approval of Minutes

John Tobin made a motion to approve the November 8, 2024, minutes (2nd Dwayne Dillinger). Minutes were approved.

Donna Kaufman made a motion to approve the November 9, 2024, minutes (2nd Steve Oleheiser). Minutes were approved.

President's Report

Mike Trimboli noted that membership registration numbers continue to increase across all categories and thanked the leadership throughout the affiliates and USA Hockey staff. Mike attended the Beyond the Board Summit sponsored by Hockey Canada in Ottawa in mid-November; Stephanie Jackson was also present. Mike shared that it was a great open format with and a lot of discussion among all of the provincial leaders and other hockey leaders from across Canada. Mike was able to sit down with Hockey Canada CEO Katherine Henderson and Board Chair Jonathon Goldbloom, as well as Luc Tardif from the IIHF to discuss current and future IIHF topics.

Mike also attended the U.S. Hockey Hall of Fame induction in Pittsburgh. The event was well attended by the NHL and beyond to support this year's inductees. Mike reminded all that December and January are busy months for international teams and wished all athletes luck in their respective tournaments. Mike will be attending World Juniors in Ottawa.

Mike closed his report by wishing everyone a happy holiday with their families and the hockey family as a whole.





Executive Director's Report

Pat Kelleher discussed his attendance at the Amateur Hockey Association Illinois holiday party and the U.S. Hockey Hall of Fame induction, along with the announcement of USA Hockey's Four Nations team. Pat shared that the sled hockey team is currently playing in Canada, Scott Monaghan is in Finland with the U17 team, and the 2024 World Junior A Challenge is in Edmonton. Pat announced that the fall 2025 meetings of the Board and Foundation will be November 13-15, 2025.

Pat provided an update on the Women's National Team contract that is up at the end of August and ongoing conversations with the players and their representatives as we go into the Olympic year. Discussions are focused on a one-year agreement as the future and timing of the IIHF Women's World Championships and the effect on the PWHL players participation is currently unknown.

Pat also discussed the recent NCAA rule change and the impact on junior hockey. USA Hockey is working with USHL, NTDP, and NAHL staff on how to better support their USA Hockey leagues, programs and players. Options are being looked at internally to determine the best path to continue to produce more players overall.

Pat shared that two USHL teams have expressed potential interest in being added to the CHL and USA Hockey has stated that we do not currently intend to approve more CHL teams operating in the United States.

Financial Report

Donna Guariglia detailed the three different profit and loss reports that Board members received. The first is in the format that has been used in the past, the second replaces the prior year actuals with the total budgeted numbers for the entire fiscal year 2025, and the third has all five columns. Feedback is requested from the Board on which format is preferred for 2025 or if another format should be used.

Donna reported that net income is ahead of budget by \$2.5 million through September primarily due to the \$2.3 million in additional registrations. Net income through the first month of the fiscal year is \$23.7 million and this net income is used to get through the year. Donna reminded the Board that the variance is a timing issue, and it will even out in the next few months. Donna reported that total revenue is above budget by \$2.5 million and coming in at \$31.1 million. This is primarily due to the timing of the registration revenue. Grant revenue is higher than budgeted by \$2.2 million which is also a timing issue and will be very close to the budgeted amount. Total expenses are on target year to date with a total of \$7.5 million. USA Hockey will need to keep an eye on minor equipment expenses as they are slightly over budget. There were also some postal expenses with the magazine that were over budget due to timing.

Kelly Mahncke reported that the October financials came in this morning and will be addressed at our next meeting.

Donna Guariglia provided an update on the Fee Structure Committee. Kelly Mahncke is working with her team on putting together slides and a mathematical graph to show what the CPI increase dollar amount would be at each level. Donna confirmed with Mike Trimboli that they are looking at the week of December 16th for a call with Congress to provide an update ahead of the January meeting.





Diversity, Equity & Inclusion Update

The Diversity, Equity and Inclusion Committee recently had a call with Megan Ritch from the USOPC on how the USOPC is looking at DE&I. The USOPC currently has a very heavy influence in gender equality and inclusion. Donna Guariglia mentioned that the feedback from the summit in Ottawa reflected major topics involving sexism, gender-based violence in hockey, transphobia, and homophobia. Donna reiterated that USA Hockey is in front of other NGBs in terms of DE&I and related conversations. Mike discussed his experience at the Ottawa Summit and conversations with Jonathon Goldbloom regarding the presentation for the provincial leaders on how to execute within their areas when faced with issues.

Legal Council Report

John Tobin reported that the National Appeals Committee has one appeal. The Legal Council will have a call soon and John is anticipating that by January there will be some direction in terms of disciplinary guidelines for affiliates, and some new arbitration language under Bylaw 10. Casey Jorgensen noted that changes to the disciplinary guidelines and arbitration will require legislative changes. Information on these changes can be discussed at the Winter Meeting but will not be processed until the proposals are submitted. Proposals are due in April and will be voted on at the following January Winter Meeting.

Casey provided an update on additional matters since the written report. The CAHA lawsuit regarding the election disputes has been recently dismissed. The previously discussed SafeSport legislation has been introduced in Congress. Casey anticipates the Center pushing back on some of the contents and that the NGBs will be promoting some additional changes. The neck laceration protection playing rules will have upcoming amendments, but there have been some timing issues regarding certifications. BJ Ringrose and Kevin Margarucci have a draft amendment for the playing rules stating that the HEC certification is required but including a note that the BNQ certification will be valid through the 2026/2027 season to avoid a midseason playing rule change. Casey explained that Hockey Canada is moving away from BNQ certification and moving towards the ISO certification and that new standards and testing are being adopted. The updated Safe Sport handbook will be sent out by the end of the year with new changes starting January 1.

Girls Council Update

Don Gould states that the Girls Council will meet the next day and that the agenda will include forming a standing committee related to the potential future of girls and women relative to body contact and hitting. This is an issue that has ramped up in the PWHL and needs more clarity with officials on how calls are and are not being interpreted and made. Don emphasized that it would be better to set the tone and dig in at the education and player development stages.

Officiating Program Update

Bob Mancini reported that the officiating completion rates are now at 86%, up from the 83% last year. RICs and officiating instructors have done a good job in adding availability to get people through and the additional opportunities were well advertised.

International Council

The World Junior team will begin its final preparations this Saturday. The Sled National Team is in Canada and our staff is working on planning for the U18 Championship being hosted in Dallas.





Marketing Report

Tony Driscoll reminded the Board that all session packages for World Junior Championships in Minnesota will be live on December 26th.

Affiliate Presidents

Steve Oleheiser reported that there is a group led by Sean Spencer with the Affiliate Presidents that is working on an inter-affiliate transfer document to allow players to transfer from one affiliate to another on the Tier 2 and recreational hockey levels. Steve states that Wisconsin, North Dakota and Minnesota currently have a similar document as well as other affiliates. This group is working to form a uniform document to be used across the board.

Foundation Report

Tami Tranter reports that Hall of Fame ceremony went well and that they are currently working on the USA Hockey Arena campaign in Michigan and getting the year end donation numbers up.

Old Business

John Tobin inquired on the status of a staff replacement in membership. Pat Kelleher responded that it is still in process and will hopefully be set by the January Winter Meeting.

New Business

Pat Kelleher provided an update on Winter Meeting related to the arrivals and meeting schedules, with the conclusion on Sunday at the Congress and Board meetings.

Pat described the North American Hockey League request to increase from six imports to eight. This has been approved as a pilot project for the current season. The NAHL has requested to formalize the import change for next season. Kris Knauss requests clarification on the bigger picture of these changes and the impact that these changes will have on the Tier 2 level. Pat says it is still in discussion stages with our leagues and programs and anticipates more updates and clarity coming soon. We will ask for the Board's approval of the NAHL request at the January meeting.

Mike MacMillian proposed adding an additional in-person meetings with the Board in the Spring, which is something that can be discussed more in the near future.

Kris Knauss would like the Board to consider putting a working group together to look into how the governance changes are progressing.

Future Meetings

The January Winter Meeting will be in Nashville from January 16th – 19th. The Annual Meeting will be in Denver from June 4th – June 7th.

Adjournment

John Tobin moved to adjourn the meeting (2nd Donna Guariglia). Meeting adjourned.

