



USA Hockey Board of Directors Meeting February 13, 2023

Minutes

Present: Mike Trimboli, Keith Barrett, Ryan Bedford, Cheri Bonawitz, Dwayne Dillinger, Joe Eppolito, Declan Farmer, Don Gould, Donna Guariglia, Donna Kaufman, Kris Knauss, Jen Lee, T.C. Lewis, Taylor Lipsett, Mike Macmillan, Kevin McKee, Don Mulder, Steve Oleheiser, Jenny Potter, John Tobin and Andy Yohe

Absent. Julie Chu, Bill Daly and Brian Gionta

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

Call to Order

Mike Trimboli called the meeting to order. Minutes for the Board of Directors meeting in Orlando are still being completed and we will table their approval.

President's Remarks

Mike is working with Pat to complete the membership of the Councils, Committees and Sections, including those new ones that are just beginning. There is a survey to athletes requesting their preference on which Councils, Committees or Sections they would like to serve. The Athlete membership on all Councils, Committees and Sections will need to be approved by the Athlete's Committee.

Mike has had inquiries from Board members about their serving on Affiliate appeals or arbitrations. Due to the potential conflicts of interest for Board members in making decisions that could be appealed to USA Hockey or about which USA Hockey might need to take a position on in litigation, and which could bind USA Hockey, Mike has determined that Board members should not serve on any appeals or arbitration panels.

Mike noted that during the November meeting of the Executive Committee the extension for Pat's position contract as Executive Director was extended through the summer of 2026. Mike also explained the annual review process for the Executive Director by a Board compensation committee. The committee consists of Donna Guariglia, Keith Barret, John Tobin, Julie Chu and Mike Trimboli.

Executive Director's Report

Pat Kelleher thanked Bill Daly and the NHL for hospitality for the great All Star showcase and event in Fort Lauderdale. There were 16 American players in the event out of a total of 44 All Stars.

Pat reported that the Pond Hockey event was also a success. This is the 17th anniversary of USA Hockey hosting the event. The event was run by an exceptional group of local volunteers and USA Hockey staff members in Eagle River, Wisconsin. With more than 250 teams, the event more than doubles the population of Eagle River for the weekend. Don Mulder has been a leader of the event for a long time. Due to weather conditions, the event was held at the Derby Track instead of on the pond. The staff was able to create 16-18 rinks on the track. Overall, the event was a great success.

Pat noted upcoming events including that the Women's National Team players are prepping for the last two games of the Rivalry Series. The NTDP teams are returning home from Europe. One team won their event and the other came in second to Finland. Hockey Week Across America start on February 20th which will include Try Hockey for Free events.

Pat announced that there is a Congressional Commission reviewing the US Olympic & Paralympic movements, including all NGBs. The Commission is conducting a study reviewing recent USOPC reforms back to 2017. The Commission will submit their findings and recommendations to Congress. They have asked all NGBs to submit documents related to a wide range of topics on this subject. Casey Jorgensen and Pat have been involved in many previous discussions on this. There will be a large amount of required information for USA Hockey to submit ranging from budgets to how USA Hockey picks national teams to Governance changes. Additionally, USA Hockey will be audited by the USOPC in the third quarter of this year. Casey, Lauren Tesler and Kelly Mahncke are working on this. The audit will have a financial component as well as our national team requirements, but most covers the governance and the practices and policies that USA Hockey has in place.

Pat thanked the Board for their work on reports for this meeting. Pat is looking into board management software to help streamline the process and create a basic repository for all information that goes out to the Board.

Pat announced that the possibility of an April in-person Board meeting is still being finalized and he will report back to this group when there is an update. For June, the plan is to have the Board fly into Denver on Tuesday, June 6th for Annual Meeting with the Congress and the Board Meeting on Saturday, June 10th. There will also potentially be an in-person Board Meeting in November. The next Winter Meeting will start two weeks later than normal on January 25th due to a contract change during Covid with the hotel. The typical MLK weekend Winter Meeting is held was unavailable to USA Hockey for 2024. The Board and Congress Meeting will be on January 28th.

Treasurer's Report

Donna Guariglia reported on the December Financials. Net income YTD is within \$45k of budget, which is within .0024%, coming in at \$19.5M. The total revenue is lower than budgeted by \$1.6 million. Registrations are \$857,000 lower than budgeted. Tournament revenue is lower than budgeted by \$187,000. Kim Folsom is in communication with the Registrars for them to get the financial information for these tournaments timelier. Adult tournaments are \$26,000 with a year-to-date day budget of \$193,000, which is probably a timing issue. Sponsorship revenue is \$185,000 lower than budget, but USA Hockey has new sponsors this year that we hope will bring this revenue back in line with budget. Event revenue is down by \$405,000 from budget, but USA Hockey will not receive \$260,000 for the Women's National Team. However, the expenses are also lower. The 4 Nations Tournament has lower revenue, but also lower costs. Total expenses are \$1.6 million less than budgeted across the board. Salaries are \$160,000 below budget due to some open positions. Unfortunately, health insurance is \$500,000 over budget due to several high-cost procedures this year. Total operating expenses are \$880,000 lower than budgeted, and much of this is also a timing issue. Insurance expenses are higher due to expected and communicated increases in premiums. For example, USA Hockey received a quote from our cyber and media insurance carrier with an 850% increase in premiums. There have not been any claims, but until this year the carriers only asked for media revenue and not all revenue, which is vastly different. Dues for the Center for SafeSport expenses will be over budget. Travel expenses were under budget by \$630,000 and that most likely is a timing issue. Last year, 27% of travel expenses came in the month of August. Overall, USA Hockey is in great shape and tracking close to budget.

Tobin asked for an update on the government employee retention credit and Kelly confirmed that it is expected to be finalized soon and funds would go to the general operating fund once received.

Kelly reminded that it is budget season. All managers have the information and will be meeting in early March. Managers will have their volunteer liaisons work on the budget. This year there will be more in-person site reviews.

Diversity, Equity, and Inclusion

Donna Guariglia mentioned that there was also a written DEI report. USA Hockey is celebrating Black History month. Stephanie Jackson has been doing great work to incorporate DEI at upcoming USA Hockey events and we have stepped up our visibility. On the USA Hockey website, there was a story posted in early February on Blake Bolden being a trailblazer in Women's Hockey. USA Hockey also encourages people to apply for the NHL Hero Award. The Affiliates have been sharing and networking their DEI work and successes in a positive way. The DEI Committee letters will be going out soon with other updates to the Councils, Committee and Sections.

General Counsel & Legal Council

Casey Jorgensen referenced the written report that was submitted to the Board and there mostly likely be a written report submitted each month. On some matters Casey will also send supplemental emails or documents to the Board containing confidential information that will be labeled as confidential/privileged.

Casey reported that appeals are now going to the National Appeals Committee, with the exception that non-disciplinary appeals regarding eligibility, not suspensions, will stop at the Affiliate. Afterwards, those appeals may be subject to arbitration. Generally, there are 2-3 arbitrations a year often related to Tier I eligibility for teams. There was recently appeal out of Texas that may proceed to arbitration.

There are still an extremely large number of SafeSport reports coming in both internally and to the Center for SafeSport. This puts a large work load on not just staff, but also on the volunteers. Volunteers are often overloaded, especially at this time of year.

As an update related to the report about a coach from Montana, who was registered with USA Hockey but who operated his programs under AAU sanctioning; he was arrested last week on a charge of sexual assault of a minor.

USA Hockey is also seeing many cases being opened by the Center for SafeSport for failure to report abuse, and some are related to USA Hockey, Affiliate or local volunteers. We need to remind all staff and volunteers about our mandatory duty to report any allegations of sexual misconduct or child abuse to the Center for SafeSport within 24 hours. Each person has an independent duty to report even if they believe others will or have reported. We will look to do some education with our Affiliates and to send a communication to our member programs emphasizing reporting requirements in the next month.

Casey also discussed a situation with one of our Affiliates who have been involved in a dispute with one of their programs over a reduction in Tier I programs. This in turn as brought to light significant concerns about the Affiliate's operations and governance, including lack of compliance with the Affiliate Agreement. An investigation is beginning. The staff working on this matter are Casey, Pat and Kelly, along with John Tobin, Mike Trimboli, and Donna Guariglia. There is additional outside help that may be engaged. A letter is being finalized today that will out within the next day to the affiliate.

Council Reports

Mike mentioned that most of the Council Reports have been submitted online.

Youth Council – Keith Barrett reported that state, districts and international championships will be coming soon.

Girls Council – Don Gould reported that the Council is looking to narrow down to probably 2 working groups, one for growth and visibility, and the other will be leadership and development. One important matter, is the Council is looking to incorporate a larger focus on mental health and DEI efforts. Those efforts will be combined into one or both of the committees. As always, there will be a continued focus on kids and growth at the grassroots level. One notable event coming up from March 17th – 19th is the World Girls Global Game with the IIHF. The game gets played around the world in as many countries as possible over a 24-hour period. USA Hockey will contribute through highlighting the games and will also run a continuous game. The hope is having over half of the United States participate.

Junior Council – T.C. Lewis thanked Mark, Donna and John for their help with the report and bringing him up to speed. There is also a written Junior report.

International Council – John Vanbiesbrouck noted that the Women’s National Team agreement is finished. It was a collaborative effort that is fair and equitable. Casey added that it is a three-year contract that goes through August of 2025. It is anticipated that negotiations for the next agreement will be after the World Championship in 2024. The hope would be to have the negotiations completed by December of 2024 in advance of that next budget year and before the Olympics. There was discussion of the process for negotiation and approval of the agreement. A prior agreement in 2017 had come to the Board for final approval because it involved a new and large financial obligation. In this case, the negotiations were conducted by 4 senior staff members with oversight by 4 members of the Executive Committee and reporting on status to the Executive Committee. The funds for player stipends and other terms of the Agreement were all within budget. Typically, specific contracts are not required to be approved by the Board of Directors.

Dwayne commented that there is a focus on developing players and catering to a larger pool of girls and women’s players. Overall, the negotiations for the Women’s contract was seamless.

John added that World Championship are coming up. The Women’s team will be finishing up Rivalry Series soon. Looking forward to bringing back medals.

Adult Council - Don thanked Pat for his presence at Pond Hockey and commented on the success of the event. Going forward, the event is looking to push back the date a week to not conflict with the Super Bowl. Registrations are going well and are getting back to Pre-Covid attendance numbers though.

Membership Council – Donna Kaufman noted that this is the first Membership Council report. They are in the process of naming the members of the Council, and when it meets it will dig into defining the mission and starting to get ideas flowing.

Kevin commented on the membership report submitted. The report included an additional chart that shows performance versus the budgeted numbers.

Kevin also thanked everyone for their support is helping increase the Try Hockey for Free attendance numbers. The numbers are back up to around 200 host sites.

Strategic Planning

Tony Driscoll reported that there is a meeting on Thursday of this week. There are different agenda items on strategic objectives and the overall global views and if there are any changes to recommend to the board. There will be communication starting with the staff to update or create progress reports to make the department plans track parallel with the budget process.

Old Business

None.

New Business

Casey added that the Board should complete their two hour required NGB Board Onboarding Training in the next 2-3 weeks.
Mike Macmillan asked for more information on how the Executive Committee previously operated to add items to the Board agenda.

Adjournment

Donna Guariglia (2nd by John Tobin) made a motion to adjourn. The motion was approved.

The date and time of the next scheduled meeting is March 13, 2023 at 4:00 PM Eastern Time.

Respectfully submitted,

Casey Jorgensen
General Counsel