



USA Hockey Board of Directors Meeting December 11, 2023

Attendance

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

Absent: Julie Chu, Bill Daly and Jen Lee.

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

Call to Order

Mike Trimboli called the meeting to order at 3:02 PM.

Conflict of Interest

None.

Approval of Minutes

Don Mulder made a motion to approve the Board of Director's Minutes from November 10, 2023 (Cheri Bonawitz 2nd). The November 10 minutes were approved. Joe Eppolito made a motion to approve the Board of Director's Minutes from November 11, 2023 (Don Gould 2nd). The November 11 minutes were approved.

President's Report

Mike Trimboli congratulated Donna Guariglia on her election as mayor of the Morris Township in New Jersey. Mike also congratulated our Sled Team for their championship victory against Canada.

Mike reported on the USOPC Compliance Audit Report of USA Hockey. USA Hockey was in compliance on 45 of the 46 areas audited. There will be some legislation and/or amendments proposed to be made in January to incorporate recommended changes by the USOPC.

The Playing Rules Committee has met and unanimously approved by all present to move the playing rules proposal on Neck Laceration Protectors forward for consideration by Congress. Because it is not a Playing Rules Change year, the USA Hockey Bylaws require a 2/3 majority of this Board to approve its consideration by Congress. This will be addressed under New Business.

The Hall of Fame dinner in Boston was very successful with opportunities to congratulate inductees as well as the Lester Patrick Award winner, Joe Bertagna. Mike Trimboli also congratulated the U18 NTDP team on their recent games where Mike was able to assist on the bench.





Executive Director's Report

Pat Kelleher attended the NHL Board of Governors Meeting in Seattle where he presented on the funding USA Hockey receives from the NHL and the success of our programs. Craig Leipold from the Minnesota Wild, a USA Hockey Foundation Board member, was very supportive in the presentation. Owners of NHL teams are very interested in what USA Hockey does to produce NHL players. Pat was able to report that since the NHL funding began, the number of American players in the NHL had increased from approximately 200 to 300 (from 21% to 29%), and the number of NTDP alumni had increased from 40 to nearly 100 (now 9.6%).

Pat welcomed new staff member Talli Brech as the new Executive Assistant. Pat also let the Board know that, Dana Ausec, a long-time staff member in our Communications Department doing our design work, is representing Team USA at the World Senior Bowling Championships in Columbia. USA Hockey Arena is very busy with the Women's National Team training and the World Junior team preparing for the World Juniors and an upcoming school day game that will have 3,000 students attending a game.

Pat reminded the Board that all travel needs to be booked for the upcoming Winter Meeting. He also discussed the overall schedule for the meetings, including two Town Halls where neck laceration protection will be discussed, the IT subcommittee will give an update, and other hockey-related topics will be included in the presentations.

Treasurer's Report

Donna Guariglia reported that USA Hockey is off to a good start to the 2024 fiscal year. The net income is \$1.7 million more than budgeted year to date. Total revenue is ahead by \$1.1 million. Last month's registrations were also over budget by \$3 million. Total expenses are lower by \$550,000 at this time in the fiscal year. Personnel expenses are under budget by over \$300,000 due to several open positions, but that will even out. Travel expenses are \$40,000 lower than budgeted. The Fee Structure Committee has begun to meet and is studying reports and data from membership to consider any recommendations.

Kelly Mahnke reported that USA Hockey is moving towards a new electronic budgeting software and reporting system and will be training managers on the system so they can also have access to historical financials and budgets. USA Hockey is still waiting for the ERC money as the IRS is reviewing over 600,000 stagnant applications and taking time with them. We are confident in the application and USA Hockey's eligibility for the program but have no estimate on the timing.

Diversity, Equity & Inclusion Update

Donna Guariglia reported that Stephanie Jackson continues to do great work with micro groups. Donna reported the excitement of the University of Delaware creating a NCAA Division I Women's Hockey Program.

Legal Report

John Tobin reported on two appeal decisions that were recently decided in Wisconsin and that are described in the written report, as well as an arbitration from Atlantic that is proceeding.

Casey Jorgensen reported further on the USOPC Compliance Audit. As Mike Trimboli mentioned, there was only one finding that was categorized as "needs improvement," which relates to the anti-doping





language in USA Hockey's bylaws, which is being moved to a Policy and will now also be added to the national team athlete agreements. There were five other observations by the USOPC that do not require change but are recommended by the USOPC. These include specifying in our policies that if a SafeSport matter occurs at the Olympic Training Center or an official USOPC event, USA Hockey will notify the USOPC. USA Hockey will also be adding language to the website related to how national team athletes qualify for financial support. The Finance Department's Policies and Procedures will be presented to the Board for approval in January, and the final changes relate to term limits for athletes and for committee members, and some revisions to USA Hockey's grievance procedures will be presented to Congress through proposed amendments to existing proposals.

Youth Council

Keith Barrett reported that for the first time ever we have over 30,000 registered officials, 14,000 of which are level one, so our plan is to focus on retention of those new officials. A part of this plan will include a focus on mentorship programs for officials.

Youth Council at their next meeting will discuss the Tier I restructuring and Tier I Tryout Rule that was put into place several years ago but needs modification.

Adult Council

Don Mulder reported that there are over 154,000 registered adults, which is 6,000 ahead of this time last year, which is the result of getting some leagues back within USA Hockey membership.

Membership Council

Donna Kaufman reported that the Council and its subcommittees are preparing for the Town Hall at Winter Meeting.

International Council

Dwayne Dillinger congratulated the Sled Team on their success. Dwayne also congratulated the Women's team for their two wins to start the Rivalry Series. John Vanbiesbrouck is working with the World Junior team for its preparations, which are followed right after by the Women's U18 World Championships.

Junior Council

TC Lewis referred to the submitted written report.

Girls Council

Don Gould reported that Girls and Youth Council will be meeting jointly to discuss Player Development and Tier I restructuring at the Winter Meetings. The Girls Council is also planning the leadership summit to take place at the Women's World Championships in Utica.

IT Subcommittee

Don Gould reported that the contract was finalized with Deloitte. The company has begun to work with USA Hockey staff on status checks, communication channels, and points of contact. They will start meeting with different departments and the subcommittee is having recurring meetings to monitor status,





with a plan to have a draft RFP in week 6. Don also referenced the hiring of Wayne Jones as Director of Project Administration, who will be working as a liaison with the departments and IT.

Marketing

Tony Driscoll referred to the submitted written report.

Old Business

None.

New Business

Mike Trimboli reviewed the process for approval of playing rules changes outside of rule change years and its application to the proposal to require neck laceration protectors. Donna Kaufman made a motion to approve the referral of the neck laceration protection rule proposal to the Congress for its consideration at the Winter Meeting (Keith Barrett 2nd). The Board raised questions and discussed the potential complications with enforcement of the new requirement and the possibility of amendments to the proposal, all of which can be discussed once the proposal has been referred to the Congress. Following discussion, the motion was unanimously approved.

Adjournment

Kris Knauss made the Motion to Adjourn (2nd by Donna Kaufman).

