



USA Hockey Board of Directors Meeting March 13, 2023

Minutes

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

Absent: Julie Chu, Bill Daly, Brian Gionta, Jenny Potter.

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

Call to Order

Mike Trimboli called the meeting to order. Keith Barrett (2nd by Don Mulder) made a motion to approve the minutes of the February 13, 2023 Board of Directors Meeting. The motion passed.

Conflict of Interest Disclosures

None.

President's Report

Mike informed the Board that unfortunately Dennis Green's wife passed away. USA Hockey's condolences go to the Green family. Mike also expressed USA Hockey's condolences to Mike MacMillan for the loss of his sister.

Mike informed the Board of plans to institute a Board mentoring program to assist with the transition to the new structure and welcoming new board members. Veteran board members will be assigned to newer members. The veteran board member will be available to answer any questions the new member may have. Mike will be sending a document that outlines this new program. Mike also announced the mentoring assignments. Mentors are also encouraged to reach out to Mike with any clarifications or questions. There will also be an onboarding document for new board members to provide a history and an overview. The document is in its final stages.

Mike also noted another upcoming tool for the board that will be a new software system, Boardspan, that will help streamline the board's work. The system will create a central repository to store all attachments for the upcoming and previous meetings.

Mike announced that due to many scheduling conflicts, the board will not be having an in-person meeting before June's Annual Meeting. There is also discussion of having Boardspan come do in-person training, in addition to online.





Mike recognized the question about unsanctioned teams from Canada that had applied to be in a tournament in California. USA Hockey follows IIHF policies and its agreement with Hockey Canada to respect the sanctioning requirements. The teams were unsanctioned teams from Canada. USA Hockey did not allow those teams to participate in the tournaments in California.

Mike asked Casey to address the approval of the Ethics Committee personnel. Casey noted that according to the guidebook and new governance, the selected members of the Ethics Committee are to be approved by the board. The committee is not finalized yet. As of now, there are three selected members. Bill Hall, Charles Fuertsch, and Richard DiZinno. A fourth person is still being identified, as are two athlete reps. Richard DiZinno works in the Department of Justice and is a lawyer. Richard was recommended by the USOPC. He is also a hockey coach with two kids. Richard's background is strong for what is needed on the committee, and Richard provides an outside perspective. To be elected to the Ethic Committee, you cannot have any ongoing positions with USA Hockey. Bill is still a Director Emeritus but that does not exclude him from this position. Bill is a long-time, recently retired, USA Hockey Secretary. Bill is currently on International Council, but that position will be vacated if he is elected. Charlie does not hold a current position with USA Hockey. He is a judge in California and our former Vice President and Legal Council Chairman.

Mike asked for a motion to approve Bill, Charlie and Richard to the Ethics Committee. Joe Eppolito moved to approve. John Tobin seconded the motion. Motion approved.

Casey requested any recommendations from board members for the final position. The remaining positions are expected to be selected in the next month. Don asked for clarification on the Ethics Committee members duties. Casey explained that the committee members will be investigating allegation related to conflicts of interest, code of conduct violations, and whistleblower claims primarily related to things at the national level with USA Hockey national volunteers. Steve Oleheiser inquired about appeals at the Affiliate level. Casey answered that those appeals will continue to be handled by the National Appeals Committee. Casey also reminded the board the Ethics Committee will be responsible for reviewing the annual conflict of interest disclosures.

Mike announced his upcoming travel to the NHL Leadership Summit at which he and Pat will be giving a presentation to a group of hockey leaders. National Championships are coming up. Mike will be attending the tournaments in Amherst, Dallas, Plymouth, Buffalo, and potentially the East Coast. Then, Mike will plan to go to the Frozen Four and Commissioner's meeting. Next, Mike will be going to Toronto for Women's Worlds.

Youth Council – Keith Barrett reported that national tournaments are coming up which culminates our season. Keith will be in Wayne, NJ. The owner of the Arena, Bobby Reiss will be hosting the tournament as he has for many years. Unfortunately, Bobby recently lost his wife a few weeks ago. USA Hockey expresses its condolences to the Reiss family.





Executive Director's Report

Pat gave the Executive Director's report. As Mike mentioned, the board will begin utilizing a board management platform to avoid multiple emails with attachments. Pat believes this will make an impact. The USOPC also utilizes this platform.

Pat is currently in Florida and, along with John Vanbiesbrouck, just met with the American general managers in the NHL. This discussion was mainly around assembling the roster for the upcoming Men's World Championship.

Pat discussed the Declaration of Principles, which is what the upcoming NHL Leadership Summit is centered around.

Pat will be traveling to the Women's Frozen Four. Then, on Saturday the Patty Kazmeier award will be presented to the player of the year in Women's College Hockey. Then, Pat will be traveling to Nationals in San Jose, Irvine, then Denver.

Pat reported on the Congressional Commission Update. USA Hockey has been asked by Congress to put forth information related not only to how USA Hockey operates as an NGB, but also on USA Hockey's relationship with the USOPC. All NGBs are required to supply this information. It is an enormous amount of information. Casey and Lauren will be working on this with their team all week. In addition, there is a US Center for SafeSport Audit that is coming up.

Pat also noted that the Kelly is working with staff to finalize budgets.

Pat had a call earlier in the day with all Executive Directors and CEOs of various NGBs to discuss Russia. The IOC will come out with some sort of direction by the end of March on Russian integration back into sport, potentially for the Paris Summer Olympics.

John, Casey and Pat met with a group that is trying to form a West Coast Hockey League for Juniors. The group is also having discussions with the USHL. The proposed league seeks to be a Tier I program on the West Coast either as part of the USHL or separately. The conversation was productive and lasted a couple of hours last week.

Treasurer's Report

Donna Guariglia gave the Treasurer's Report. The board will be receiving a copy of the January financial. The net income year to date is 43,500 higher than budgeted. Total revenue is lower than budgeted by 250,000. Total revenue is 107,000 higher than last year's actuals. The adult tournaments are at 26,000 year to date actuals and 202,000 year to day budget. There is a timing issue for the Pond Hockey Tournament revenue. The Pond Hockey tournament fees of 170,000 will be recorded in February. Grant revenue is off by 350,000 due to the timing of the disabled grant of 400,000. However, this amount will even out. Event revenue is down by 518,000. More than half of this amount, as explained last month, was due to a grant that USA Hockey did not get for the Women's National Team as in the past from the IIHF. The 4 Nations Tournament has a year to date budget of 100,000. The All-American Game has a year to date budget of 87,000 that was held in Plymouth in January.





Total expenses are also 2.3 million less than budgeted across the board. Total personnel expenses are within 84,000 of budget. Total operating expenses are 1.1 million lower than budgeted, which is a timing issue. As noted in previous board meetings, USA Hockey's insurance expenses are higher due to the increase in general liability and the obtainment of additional attorney coverage insurance. USA Hockey's dues to the Center for SafeSport will also be over budget. Travel expenses are under budget by 900,000, most likely a timing issue.

Kelly reported on the budget process. The process overall is going well. Kelly has a number of meetings set up with managers this week to finalize individual budgets. USA Hockey will be enlisting the assistance of many of the Board and Congress members as site reviews commence.

Donna asked why most of the travel expenses doesn't come in until August. Kelly replied that last year was an anomaly. During August there were also many rescheduled events that took place, including the rescheduled World Juniors and the Women's World Championship. USA Hockey is not anticipating the magnitude of these increases this year. Dwayne Dillinger asked how much of the budget is travel and if travel is where it was pre-pandemic. Kelly answered that typically 20 percent of the budget is travel. USA Hockey's payroll is much less than you would anticipate with a business of our size and the nature of the work. The payroll is a much smaller percentage, but travel is significant.

John Tobin asked about how we accrue vacation time and what happens if it is not taken. Kelly answered that USA Hockey continuously adjusts for that number and we now have a cap on accruals so that employees don't continue to accrue vacation when they hit the max. Thus, we don't have a use it or lose it policy any longer. The number have been relatively consistent. The current policy is compliant with CO state law. USA Hockey cannot take any vacation away if an employee has not used it.

John asked if the operating net income will continue to track to the budget. Kelly replied that it will continue to trail off. A majority of USA Hockey's revenue is early in the season. Sixty-five percent of USA Hockey's revenue is player or coach registration and is recognized early in the fiscal year. This money must last us the entire year, as we continue to have expenses throughout the twelve months.

Kris Knauss asked under CO law, if there is accrued leave, do the employees have the option to cash out their vacation and do we pay staff per diem when they travel. Kelly replied that accrued vacation will be pretty consistent on the balance sheet as USA Hockey has capped it. From a financial perspective, there will not be a lot of change. If someone leaves USA Hockey permanently, then USA Hockey would have to pay out all of the vacation, PTO and personal days. USA Hockey would not pay out sick days. In terms of per diem, USA Hockey has set a daily rate of \$50 a day for a long time. Many NGBs do it differently. Some NGBs pay a smaller per diem. There has been discussion on changing this amount, especially for Winter Meeting. In terms of international travel, USA Hockey tries to be flexible, but the per diem is by and large the same amount.

Ryan Bedford asked which part of the budget is Safe Sport located in. Kelly answered that it goes towards the Legal budget. Kelly said they could break out the expenses in more detail. Casey noted that the fees from the Center for SafeSport have increased a lot in the last two years. The fees are based on a formula the NGBC puts together that first assesses a base fee that is higher for larger entities with a high revenue. Then the formula accounts for a high use fee. USA Hockey pays a part of the 2.6 million dollars paid collectively by NGBs.





IT Update – Kelly gave the IT update. There are three categories that the IT team is focusing on. One of the most important task items is called “lift and shift.” IT has been in the process of moving 30 servers to the Cloud. The project is now complete, with the exception of moving over the national database. Currently, USA Hockey has 98 IT projects listed. There are 53 IT requests. There are 17 backlogged requested. 20 projects are currently being worked on. 4 projects are in the user acceptance testing phase. The third category that IT is focusing on is security. Donna K asked if there are any anticipated issues for the shutdown of registration that will take place from the 23rd of March through the 3rd of April. Kim Folsom and Kevin Erlenbach, along with their team, have been very involved in making sure USA Hockey is prepared. There are no anticipated issues. Joe Eppolito asked if there was a way to get a list of the current IT projects and their estimated timeline of completion. Kelly answered that would be possible. Mike added that there used to be a working document in the past that IT would send out to give an idea of IT projects in process, which staff member was leading on them, and the project’s estimated completion date. Mike MacMillan inquired about the priority to get the IT projects into the budget for the next fiscal year. Kelly answered that the strategic plan will be followed. The strategic plan calls for a 4% surplus. There will be a lot of competing priorities.

Diversity, Equity, and Inclusion

Donna Guariglia reported on DEI. The new Committee is excited to begin work. Donna reminded the Board that during Women's History Month they should not only celebrate the women in their hockey groups, but also to the celebrate the women in their personal lives.

General Counsel & Legal Council

John Tobin reported that the most recent appeal has been decided, but the decision has yet to be distributed. There is one arbitration that needs to be processed.

Pat previously reported on work involving the response to the Congressional Commission and the upcoming SafeSport audit. Casey reminded the Board and Staff to complete the online BoardSpan Training.

Council Reports

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

Youth Council – Bob Mancini reiterated the excitement around upcoming nationals.

Girls Council – Don Gould reported that Joe Eppolito has visited the new site for the Girls national development camps at Miami, Ohio for Girls. Don also noted that the Girls Council will be meeting tomorrow. The Council expects to outline goals and designate a committee to look into residency, academy models and appeals that have surrounded these categories. USA Hockey participated in the IIGF’s Global Game for Girls. The Global Game for Girls was a great event. There were about 45 USA Hockey games. Krissy Langley received the Breaking Barriers Award from Minnesota Hockey.

Adult Council - Don Mulder reported record numbers for women’s and girls’ registrations. USA Hockey is at about 10,000 adult registrations over budget. On Membership the budget was based on 165,000 registrations, and it is project to reach 165,000 to 168,000 total. USA Hockey is getting closer to Pre-





Covid registration numbers. USA Hockey still needs to work with the Affiliate to get two or three big leagues in Michigan to return.

Junior Council – T.C. Lewis noted that the Buffalo Junior Sabers who had opted out of Junior Hockey due to Covid-19 reasons are in the process of returning.

International Council – Dwayne reported that the women's contract discussed in the last Board meeting has now been finalized. The next big event upcoming is the Women's Worlds Selection Camp. Then John will begin selection for the Men's National Team. John expressed confidence in the upcoming team that will be selected this season. There are new players coming in for the NTDP tryouts next weekend. One of the players is Jenny Potter's son, Colin. The Sled Team is at camp right now. They have a three game series upcoming with Canada.

Membership Council – With the Affiliates' assistance, USA Hockey got close to 200 locations for Try Hockey For Free. There will be a meeting in April or May to start solidifying the Council's upcoming agenda items. The Council is still waiting on names from a couple of districts. Kevin added that overall the paid membership pace is very optimistic. There has also been a lot of preparation put into the Disabled Festival. There is a record number of 127 teams from all 6 disciplines to participate in St. Louis. Kevin noted scholarships granted to hockey directors to attend NARCE. USA Hockey paid for their travel, board and fees to take the hockey director track course. Kevin will share the upcoming scholarship information to the board.

Strategic Planning

Donna Guariglia reported that the first Strategic Planning meeting was a success. The meetings will continue monthly.

Old Business

Steve asked for an Executive Session at the next board meeting to discuss some issues relevant to the decisions made in Detroit. Mike confirmed that would be possible.

Steve noted that the Affiliate Presidents are looking to meet October 24th. The location will likely be Las Vegas.

New Business

Pat gave an update on the upcoming Annual Meeting. The plan is to have the Board arrive the in the morning of Tuesday, June 6th, for meetings on Tuesday afternoon and then dinner as a group. Wednesday would consist of a normal full day meeting with the Board. Most other invitees will come in Wednesday and stay through the duration Saturday. USA Hockey is working on finalizing the plan to incorporate the Congress and Board meeting into the Saturday morning schedule. The information should be distributed from Penny on Friday. The invite sent to over 500 people will also include USA Hockey's policies and procedures for travel. Steve noted that there should not be a fee charged at the banquet for guests. Pat clarified that banquet guests are not charged a fee.





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Mike reiterated that it is Women's History Month. Mike thanked everyone involved in upcoming nationals.

Adjournment

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

The date and time of the next scheduled meeting is April 17, 2023 at 4:00 PM Eastern Time.

Respectfully submitted,

Casey Jorgensen
General Counsel



USA Hockey, the national governing body for the sport of ice hockey, is a member of the International Ice Hockey Federation and the United States Olympic & Paralympic Committee

