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USA Hockey Board of Directors Meeting May 8, 2023

Attendance

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

Absent: Bill Daly, Jenny Potter.

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

Call to Order

Mike Trimboli called the meeting to order at 4:02 PM.

Conflict of Interest Disclosures

None.

Minutes

The minutes from the April 17th Board of Directors Meeting have been posted, but will be approved at the next meeting.

President's Report

Mike Trimboli described travel to Colorado Springs with Donna Guariglia to meet with Kelly and Pat for a budget review. Mike and Donna were also able to meet with the staff one morning in the office lobby. Helen Fenlon celebrated her 30th anniversary with USA Hockey that day. Mike and Donna also met with Tami Tranter to review Foundation work.

Mike reported on nominations for elections being due on May 11 and he will report out to the Board and Congress after the deadline for nominations.

Mike just returned from Montreal where he was able to meet with members of the sled development team and from Level 5 Coaching Program in Falmouth, Massachusetts. The ADM managers did an excellent job on the seminar. Mike described a situation occurring during the seminar where some presenters made inappropriate and unacceptable comments from the stage, and how Pat and Mike addressed it immediately. Notifications were also made in case a SafeSport report were required or there were media inquiries. There was a discussion forum held later where female coaches were able to discuss the comments. Aside from this, the event was a great success overall.



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





Executive Director's Report

There is another Gold Medal performance to celebrate as our U18 men won their world championship in Switzerland. Congratulations to the team and staff.

John Vanbiesbrouck is now currently on his way to Finland for men's worlds. The IIHF's annual meeting will take place at the end of men's worlds. Our sled team will also be competing in their world championships in late May. Best of luck to both of those teams.

We recently received notification that the BCHL is leaving Hockey Canada. Pat, John, Marc Boxer and Casey met with USHL and NAHL representatives to discuss their concerns.

Pat also had a positive, introductory meeting with Marty Walsh, the new head of the NHL Players Association.

Mike, Pat, Casey, and Kris Knauss will be speaking with policymakers in DC in the upcoming weeks about the challenges with the Center for SafeSport.

Treasurer's Report

Donna Guariglia reported that overall, USA Hockey is tracking ahead of budget. Net income year to date is 1.3 million dollars more than budgeted. The total revenue is lower than budgeted by \$686,000. Registrations are 1.15 million dollars lower than budgeted. Grant revenue is ahead of budget by 1 million. Event revenue and sponsorships are down by \$590,000. The sponsors will be off this year to the economic uncertainty, but the final numbers have not been re-forecasted yet. Total expenses are 2 million dollars less than budgeted across the board. Total operating expenses are spot on year to date. Travel expenses were under budget by 1 million, but that is mostly a timing issue.

On May 17th, the Finance and Investment Committee will have a call.

Kelly also reported that for the budget process, everything is going as planned.

Since the last Board of Directors Meeting, USA Hockey received notification from the IRS that the first payment in the amount of \$700,000 for USA Hockey, Inc.'s Employee Retention Credit had been approved. USA Hockey anticipates also being approved to the second and third segments. The check is reimbursement for keeping employees on payroll during Covid.

Kelly provided an IT update - the IT Department is working on a system for a report out of the project management tracking system for open projects. Mark Hilberg will be presenting on the status of IT and projects to the Board at the Annual Meeting.

Diversity, Equity and Inclusion Report

Donna G. reported that this month is Asian American and Pacific Islander Month. The DEI Meeting will be closed during Annual Meeting because it is the first time that the new DEI Committee will be meeting. The Committee will be reviewing the four pillars for DEI collaboration – financial investment, partnership, engagement and education.



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Legal Council Report

John Tobin reported that the Legal Council met last week to review the Strategic Plan.

Casey updated the Board on the legislation that will be approved in June. The legislation that was received has been uploaded to the Annual Meeting website. Two pieces of legislation are changes to playing rules. To consider playing rules proposals in non-playing rules years, the proposals must have a direct impact on the safety of participants or be inconsistent with the philosophy of USA Hockey. Playing Rule changes outside of the normal timeframe, require a 2/3rds approval vote of the Board and a 2/3rds approval vote by the Playing Rules Committee to get placed on the agenda for Congress. This will be considered at the June Board meeting.

Casey went over the various other legislative proposals that have been submitted to the Board and are on the USA Hockey Annual Meeting website.

USA Hockey oversaw the CAHA elections last week with the help of Kathleen Smith, Kris Knauss and John Coleman. The new President is Brian Smith. USA Hockey is waiting still for financial information to come from the former president for review and an audit.

Council Chairperson's Report

Junior Council

No additional report other than lots of calls concerning the BCHL's departure from Hockey Canada.

Membership Council

Donna Kaufman reported that the members of the Council have been appointed. The initial meeting was a success. The next meeting will be on May 17th. Donna attended a leadership summit over the weekend in Minnesota.

Kevin Erlenbach added the membership numbers for this season are ahead compared to last year. They are working on updating the numbers from last season there was an error with the previous calculations accounting for Learn to Play.

Adult Council

Don reported on the completion of the ACHA agreement.

International Council Report

Dwayne Dillinger recently was at the sled camp as the team is preparing in Madison, Wisconsin for the upcoming World Championship. Dwayne also discussed seeking input on the process for selection of players for the Men's National Team.

John noted that the Women's Worlds will be hosted in Utica next year. The recent gold medal at the U18s was a huge success. The US Ambassador to Switzerland came to the locker room to meet the team and spoke of the American spirit.





Strategic Plan Report

Tony Driscoll reported that the Strategic Planning Committee is still collecting plans and will report back.

Old Business

The Annual Guide, apart from Councils, Committees and Sections, has been updated and is online. The Councils, Committees and Sections have been mostly filled for positions. However, in June the process of selection will start again.

In terms of the Budget timeline, there will be a Zoom meeting with Congress prior to the Annual Meeting. The goal is to send the proposed Budget to the Board and Congress on May 20th.

Board minutes will be distributed to the Congress along with reports.

New Business

During Annual Meeting there will be a training session presentation by Boardspan related to governance that will take place during the Board meeting as well as during one of the Town Hall meetings.

There will also be more signage during the Annual Meeting this year. There will also be minimal changes to the seating setup for the Board of Directors and Congress Meeting on Saturday.

Adjournment

John Tobin made the Motion to Adjourn (2nd by TC Lewis).

