



## USA Hockey Board of Directors Meeting November 8, 2023

### Attendance

**Present:** Mike Trimboli, Keith Barrett, Ryan Bedford, Cheri Bonawitz, Bill Daly, Dwayne Dillinger, Joe Eppolito, Declan Farmer, Don Gould, Donna Guariglia, Kris Knauss, Donna Kaufman, Jen Lee, T.C. Lewis, Taylor Lipsett, Mike MacMillan, Kevin McKee and Andrew Yohe.

**Absent:** Julie Chu, Brian Gionta, Don Mulder, Steve Oleheiser, Jenny Potter and John Tobin.

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

### Call to Order

Mike Trimboli called the meeting to order at 3:04 PM.

### IT Subcommittee Report

Mike Trimboli reminded the Board that Kelly Mahncke sent the Board a proposal to engage an outside company for a period of time utilizing multiple consultants at a fixed price to assist USA Hockey with its IT needs. Mike reminded the Board of the importance of this work and the impact to the success of the Strategic Plan.

Don Gould presented the proposal to engage Deloitte as a consultant for \$535,000 for a twelve-week period and eight consultants. Don said that the price is reasonable as the consulting fee is just under \$140/hr. The expectation is to for Deloitte to conduct an assessment of the current status of our information technology and what we need change/update, to create an RFP for potential vendors to do the work needed, to help identify the selected vendors, and then to follow the plan as we look to the 2024-25 season. The most pressing issue is the Learning Management System. The cost for the Deloitte engagement is not in the current budget. There is an anticipated surplus in the budget and there is still expected additional funding from the Employee Retention Credit from Covid that has not been received yet. Don presented a PowerPoint slide with five bullet points for the Board's review.

- Requesting approval for the x-budget spend of \$535K, to engage Deloitte for the services described in the documents provided, (with the expectation that the covid \$\$ may still off-set some of these costs).
- A crucial aspect of this process and this ask is the urgency necessary to maintain on-going business continuity **NOW**. LMS needs for 2024 season make it imperative that everyday count from this point on.
- IT is the foundational platform upon which our business operates. Uninterrupted business operations are a primary dependency of our success and vital to ensuring our bottom line.





- IT can and should be an asset giving us better control to make informed business decisions. This project is essential to achieving current and future strategic goals.
- This investment is intended to bring us up to speed and enhance our ability to provide a healthy work environment, better serve our staff, volunteers, and membership. We are at risk of losing staff and incurring additional business disruption if we don't act.

Kelly Mahncke reported on the potential impact on the budget. Kelly confirmed that there is a surplus budgeted and USA Hockey is expecting to receive 2.1 million dollars from Employee Retention Credit. From a budgeting perspective, it is estimated that USA Hockey should be spending 10% of the budget on IT. Currently, 3% of USA Hockey's budget goes to IT. Figure Skating, for example, has 12 IT staff members and their revenue is a third of USA Hockey's revenue.

Don Gould stressed the importance to the Board to act urgently. The plan is to resolve major IT issues towards the end of the first quarter of 2024.

Joe Eppolito made a motion to approve the Deloitte engagement at \$535,000. Dwayne Dillinger seconded the motion.

Prior to discussion, Mike asked if there were any conflicts of interest to be disclosed by Board members with respect to the Deloitte engagement. There were no conflicts.

Don Gould confirmed that Deloitte would help USA Hockey vet candidates for a more long-term solution. Kelly Mahncke confirmed that USA Hockey would not need to use money from the Foundation to cover the cost of the Deloitte engagement and that 10% of USA Hockey's budget would currently be 5.7 million dollars. There was recognition that allocating 10% of the budget to IT needs would have other financial impacts. Mike Trimboli called for a vote. The motion passed with none opposed and no abstentions.

### **Adjournment**

Donna Kaufman moved to adjourn (2<sup>nd</sup> by Kris Knauss). The meeting adjourned.

