



## USA Hockey Board of Directors Meeting April 17, 2023

### Minutes

**Present:** Mike Trimboli, Keith Barrett, Ryan Bedford, Cheri Bonawitz, Julie Chu, 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:** Dwayne Dillinger, Bill Daly, 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 at 4:02 PM.

### Conflict of Interest Disclosures

None.

### President's Report

Mike Trimboli described travel for several events, including three sites for youth nationals which went very well thanks to the great work of our national and local volunteers on site; the Minnesota Annual Meeting for the 75<sup>th</sup> Anniversary celebration that was under the direction of Steve Oleheiser and contained many wonderful awards and recognitions; and Toronto for the Women's World Championship where our team brought home a Gold Medal – congratulations to the team and to the staff and volunteers behind the team. Mike also had positive feedback from players who were participating in the Adult Nationals which he shared with Don Mulder.

Coming up, Mike will be traveling to Colorado Springs with Donna Guariglia to meet with Kelly and Pat on preliminary budget talks.

In regards to the Annual Meeting, the Board of Directors will meet in the afternoon on Tuesday with dinner after, and a full day meeting on Wednesday where BoardSpan will do a presentation on governance. Boardspan will do another presentation to all attendees at the Town Hall on Thursday.

Kathleen Smith, Ted Skinner and Darla Thompson went to the Land of Enchantment Affiliate to work on some governance issues. Kathleen gave a final report to Mike today that they met with the Land of Enchantment Affiliate and the governance issues are in a better position moving forward.

Mike presented another candidate for the Ethics Committee, Judge Jennifer DeGroote from Fort Wayne, Indiana. The vetting process is now complete, and Mike would like to present Judge DeGroote to the Board of Directors for approval. Mike made a motion to approve Judge DeGroote to join as another member to the USA Hockey Ethics Committee. John Tobin seconded the motion. Mike called for discussion. None. The motion carried.





Kris Knauss asked if the nominations for the Ethics Committee should come up under New Business. Mike replied that they could be moved to that portion of the agenda going forward.

### **Approval of Minutes**

Steve Oleheiser (2<sup>nd</sup> by Donna G.) made a motion to approve the minutes of the March 13, 2023 Board of Directors Meeting. There was discussion to amend the minutes to add Andrew Yohe, Jen Lee, Kevin McKee and Declan Farmer in attendance, not absent, for the April board meeting. Motion to amend made by John (2<sup>nd</sup> Keith Barrett). The amended minutes were approved.

### **Executive Director's Report**

Last night was a great night in hockey with the Gold Medal performance from our Women's team. Pat also congratulated Mike and Dwayne on the first gold medals in their roles as President and Vice President of International respectively. There was an announcement that Utica, New York will host our 2024 Women's Worlds Championships next April. Pat congratulated Madison Brown and Tony Driscoll on their work to get that decision.

In addition, kudos to everyone involved on the staff and volunteer side with Nationals, Youth Girls, High School, Adult and Disabled Festivals. There have been a lot of events taking place the last few weeks, with many people involved – all have run very smoothly overall. For the first time, USA Hockey TV was streaming many of these events. Thank you to Tony and his team for working on that.

Registration opened for next season on April 3<sup>rd</sup> and the Membership Department did a great job on making sure there was a plan in place to have positive results.

If any board members have comments or feedback on the Board Effect meeting software, please send those to Penny Castiglia. Penny is working on uploading past Board minutes for review from February and March.

Pat reported that our USA Hockey national sled team players have engaged counsel to discuss the next agreement with the players. Casey and Pat will meet with the lawyers later this week -- Pat, Casey, Kelly and John Vanbiesbrouck will be working on the negotiations from the staff side and report back through Mike Trimboli, John Tobin, Dwayne Dillinger, and Donna Guariglia,. Kris Knauss asked if the sled contract was already budgeted for or would need to be budgeted for. Kelly answered that we have an amount in the budget already so it will not be entirely new.

### **Treasurer's Report**

As of the February Financials, overall USA Hockey is in good shape and is tracking very close to Budget. The net income year to date is 980,000 lower than budgeted. The total revenue is lower than budgeted by 3.4 million. Registrations are 1.1 million lower than budgeted. Grant revenue is off by 1.4 million due to the timing of the NHL grant that USA Hockey received in March, but that will even out. Event revenue is down by 665,000, but that will even out a bit in the next coming months. The total expenses are 2.5 million less than budgeted across the board. Total operating expenses are 845,000 lower than budgeted. USA Hockey needs to continue to hold strong on expenses, because the revenue is down and there are higher expenses coming up. Travel expenses were under budget by 1 million and is likely a timing issue. USA Hockey is tracking close to Budget but must remain steadfast in how the organization goes forward.

Mike MacMillan asked if in the next meeting revenue could be discussed as its own agenda item. Pat said that we could discuss revenue in the budget piece. Donna agreed. There was further discussion about the





membership report and how registration numbers are reflected in the budget, and questions about why registration numbers would not automatically translate into a specified revenue amount. Kelly noted the registration numbers look at actuals, unlike the budget and that the registration/membership year is different than the fiscal year. As well, with different registration fees at different age levels, it will not be as clear cut. Donna K. pointed out that there should be a goal to account for those discrepancies to narrow the gap in membership numbers and how it correlates to revenue. Kelly agreed that it would be helpful to discuss what accounts for revenue in the next meeting. Mike Trimboli remarked that all of these discussion points will be taken into consideration with his trip with Donna G. at the end of the month.

Kelly also reported that for the budget process, everything is going as planned. A contract was signed for new software that will add efficiency in the process going forward.

With respect to IT, all USA Hockey servers are up into the cloud. The next project will be to clean up the servers of old antiquated code. That will then reduce the price of the servers. USA Hockey will be re-engineering for performance and cost and on firewall updates and increased visibility for improving service management. There will be increased visibility in IT projects and reports to the Board of Directors. There was discussion on the estimate of total open projects, with the number being over 100.

### **Diversity, Equity and Inclusion Report**

Donna Guariglia reported that the Hockey Network Scholarships closed on April 15<sup>th</sup>. USA Hockey has four applicants to fill two of those spots. Membership Services, DEI and Hockey Development will be involved in making those decisions.

Stephanie Jackson is exploring ways to identify options to provide cultural competency educational experiences to target parents, athletes, coaches and officials.

DEI had its first committee meeting and there will be a larger meeting at the June Annual Meeting. The DEI Committee did recommend education on cultural connections to USA Hockey audiences. Like Hockey is For Everyone, there are already DEI programs in place that are expanding.

Stephanie is also working with Kristen to bring empowerment and leadership programming to female leaders.

### **Legal Council Report**

John Tobin reported that the National Appeals Committee is getting one or two appeals a month. Ben Tronnes is assisting the committee.

There was a significant incident in Nationals related to a racial matter. Keith will report more on that.

Casey traveled to Toronto recently for the IIHF Legal Committee Meetings. Casey also reported on recent work to complete the citizenship process for one of USA Hockey's U18 players.

Two weeks ago, the Center for SafeSport sent in a letter to Congress related to the initial report they had submitted back in February of 2022 alleging that USA Hockey interfered in an investigation. The most recent report was sent to the Board of Directors the same day it was received outlining their conclusions. Ultimately the Center found that USA Hockey did not interfere or influence the investigation. Casey is working on a letter that would be provided to the members of the United States Congress on the Center's report. Once finalized, the letter will be forwarded to the Board of Directors. Kris Knauss, Casey, Pat and





Mike may be traveling to Washington, DC to meet with members of US Congress at the end of May or beginning of June to discuss these and other issues.

There is a potential piece of litigation coming from Atlantic. A father has brought a complaint on behalf of his daughter alleging the denial of the program's Tier I status amounted to discrimination against girls. The program itself did not appeal or challenge this denial of Tier One status. At this point, USA Hockey has not seen any basis for the allegations of discrimination.

Discussion related to the issues with the Colorado Affiliate ("CAHA"); an additional letter was sent in the beginning of April, which described USA Hockey's concerns with CAHA's governance and financial operations to date and a third party report that raised additional questions about CAHA's finances. There are two items planned going forward. Mike appointed a group of three people to oversee the CAHA elections and is engaging a CPA firm to conduct a forensic audit of CAHA's books and records. Kelly and Casey have met with the accounting firm to establish what documents will be requested from CAHA. Mike added that the group will stay on top of the issues to ensure that CAHA is coming into compliance with the Affiliate Agreement.

Casey reported that nine pieces of legislation were submitted for this coming legislative process. The legislation will be presented and discussed at the June Meeting and approved in the January Meeting. The legislation will be up on the website within the next few weeks and a link will be sent out to the entire Congress with those pieces of legislation.

### **Youth Council Chairperson's Report**

In addition to the written report, Keith Barrett reported on the National Championships which worked out great across the country. TC Lewis did an outstanding job once again as the National Tournament Chair. Joe Baudo (NY) will be the chair going forward, but TC did an unbelievable job.

As Casey mentioned, there was an incident at Nationals in Colorado. Most teams participating probably had no idea what was going on, but there was racial discriminatory post on TikTok created by a team about a black player from the Colorado team and put on a "fan page." It was brought to USA Hockey's attention and staff and volunteers investigated the matter and the National Tournament Appeals Committee conducted a lengthy hearing. At the end of the day, two players were expelled from the national tournament site, and two others were suspended for 2 games each. The team felt that these two players should also be removed. The tournament went on, but the teams that were involved handled the issue tremendously. The Affiliate was also asked to take further action, and USA Hockey would like to ensure that there are no underlying issues within the Association. Therefore, more education of some sort may be required.

The subcommittee for Officiating will be led by Dave LaBuda and there will be a letter going out to the Affiliates explaining the next steps for the committee and the various recommendations for how they will be rolled out in the grassroots.

Bob Mancini reported that Matt Leaf has decided to pursue a great opportunity in the hockey world and is leaving USA Hockey on Friday after 28 years. USA Hockey wishes him the best of luck.

Age appropriate coaching modules have launched with very few issues reported, which is a big improvement from previous years.





### **Girls' Council**

In addition to the written report, Don Gould reported that the National Championships were very successful.

The Girls' Council met last week with one of the issues brought up being residency issues for players. This goes hand in glove with the Academy model type issue. There is a group tasked with working closely with Youth Council to tackle this issue.

### **Junior Council Chairperson's Report**

In addition to the written report, TC reported that the Junior National events are almost complete. There are new teams that want to come into the NAHL or NA3HL. The next Council call is within the next ten days. TC thanked others for their kind words on Youth Nationals and deferred to the onsite staff, volunteers and directors who were all great.

### **International Council Report**

In addition to the written report, John Vanbiesbrouck congratulated the Women's team on their gold medal. It was good to see USA Hockey's younger players emerging. The Men's U18 Team will be headed to Switzerland and the team looks good. There are three players added from the U 17 team and one player from the outside. The Men's Worlds Team is in the process of being selected. There have been some difficulties with that selection, which John described during a discussion. The team will head over May 5<sup>th</sup> for an Exhibition Game and the tournament begins May 12<sup>th</sup>.

### **Adult Council Report**

Kevin Erlenbach reported that Brian Hartman will be leaving USA Hockey from the Adult Department. Don Mulder added that we just concluded a three-year deal the ACHA, which is part of the Adult Program, and will include at least 460 teams with over 12,000 participants.

### **Membership Council Report**

In addition to the written report, Donna Kaufman reported that appointment letters for the Council will be going out today. The Council will be looking at the NHL and the relationship with Try Hockey for Free. Donna will be attending upcoming leadership summits. Kevin Erlenbach added that the open spot for Manager of Program Services will be filled by Tina Mansinghani, who previously worked for the Tampa Lighting and Colorado Ramage, among others, with glowing feedback.

### **Marketing Report**

In addition to the written report, Tony Driscoll reported that USA HockeyTV did a great job at Nationals. Overall, Nationals was very successful not only for the players but also for USA Hockey and growing the game through content.

Jen asked if down the road USA HockeyTV would cover Sled and International Events. Tony answered yes, but that it would depend on the rights held for those events.

### **Strategic Plan Report**

Tony Driscoll reported that there are still outstanding plans not turned in, but once received, those plans will be reviewed and sent back to the committee to make any appropriate adjustments.





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### **Old Business**

None.

### **New Business**

The Annual Meeting schedule is the only item under New Business which was discussed in the President's Report. John Tobin commented that there are many closed meetings scheduled. Mike replied that a comparison was done showing there are the same number of closed meetings as in past years. Different groups now have open discussion planning meetings in person at the Annual Meeting along with their open sessions. There was not a motion for an Executive Session.

### **Adjournment**

Steve Oleheiser made the Motion to Adjourn (2<sup>nd</sup> by Don Mulder).



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

