

**ANNUAL MEETING OF THE CONGRESS  
USA HOCKEY, INC.  
June 7, 2025  
MINUTES (OF RECORD)**

**Call to Order**

Mike Trimboli called the meeting to order and welcomed everyone to the 2025 USA Hockey Annual Meeting of the Congress. Attendance at the meeting is both in person and virtual via Zoom.

**Roll Call**

Casey Jorgensen reported the roll indicating there are 85 eligible voters initially with 74 eligible voters present either in-person or via Zoom at the beginning of the meeting. Casey noted that approval of a motion or amendment is either a majority or 2/3 of those who vote on any issue (attendance and voting totals below include persons arriving late).

Voting Representatives:	85	
Present:	76	(including 12 athletes, each vote counts twice)
Total Votes	88	(64 single votes plus 12 athletes counting twice)
Majority:	45	(if all are voting)
2/3rds:	59	(if all are voting)

**ATTENDANCE**

**District Representatives**

Jay Finnigan	Christine Mayer (zoom)	Rob Kittay
Glenn Hefferan	Thomas McGrath	Greg Evenson
Frank McGady (zoom)	Steve Rizzo	Eric Ballard (zoom)
Gene Palecco	Bob Joyce	Kris Knauss
Pat Culiberk	George Atkinson	Alex Morrison
Fran Finco	Tom Berry	Wayne Sawchuk
Shawn Spencer	Al Wakeham	Rick Hutchinson
Gino Cavallini (zoom)	Kevin Wood	Doug Ritter
Roy Davis	Cheri Bonawitz	Mark Servaes
Paul Day (zoom)	Richard Oliver	Ted Skinner
Ed Gingham (zoom)	Chuck Wilkerson	Kathleen Smith
John Karolcik	Chris Washburn	John Coleman
Steve Gapinski	Joe Baudo	Chris Powers
Doug Kephart	Joe Eppolito	Kevin Universal
Jeremy Reed	Mark LaMarr	
Kevin Suoja	Gary Lebrun	

**Section Representatives**

Mike MacMillan  
Maureen Thompson-Siegel  
Mike McCullough  
Ken Reinhard  
Sean Hogan (zoom)

**Officers**

Mike Trimboli	
Donna Guariglia	
Keith Barrett	
TC Lewis	Dwayne Dillinger
Tom Cline	Don Gould
John Tobin	Donna Kaufman

**Athlete Representatives**

Taylor Lipsett	Richard Park (zoom)	Chris Clark (zoom)
Noah Grove	Andy Yohe (zoom)	Julie Chu
Kevin McKee (zoom)	Catlin Cahow (zoom)	Al Montoya
Molly Schauss	Shelley Looney	Blake Bolden (zoom)

**At-Large Representatives**

Dave Margenau  
Sarah Fraser

**Independent Representative**

Ryan Bedford (zoom)

**Affiliate President Director**

Steve Oleheiser

**Absent Voting Members**

Marc Friedman  
Chris Van Timmeren  
Bill Daly  
Craig Brady  
Declan Farmer  
Lyndsey Fry  
Jenny Potter  
Jen Yung Lee  
Don Wright

### **MOMENT OF SILENCE**

Mike Trimboli requested a moment of silence to honor those who have passed away since the 2025 Winter Meeting:

Vito Coviello, Father-in-law of Steve Gear, USA Hockey Risk Manager, Massachusetts District  
Nicholas Matarazzo, nephew of Steve Gear, USA Hockey Risk Manager, Massachusetts District  
Marilyn May Buckner, Mother of Kevin Buckner, USA Hockey Specialist, Warehouse and Inventory  
Will Neeb, a 16-year-old hockey player for the Connecticut Chiefs  
Elliott Kropf, a 16-year-old hockey player for the New Canaan High School  
Ron Dennett, husband of Londa Dennett, former Maine Associate Registrar  
Charles Crisson, brother-in-law of Sheila May, USA Hockey Foundation, Director, Donor Relations  
Dick Meredith, 1956 Silver & 1960 Gold medal winner, Winter Olympics, USA  
Harlene Friedman, mother of Marc Friedman, District Representative, Southeastern  
Kevin Kavanagh, father of Kevin Kavanagh Jr., Executive Director of Mass Hockey  
Beverly Frankenfeld, mother of Mark Frankenfeld, Commissioner, North American Hockey League  
Geraldine Nelson, aunt of Karen Hackman, USA Hockey Manager, Insurance & Employee Benefits  
Larry Buendorf, former Secret Service agent and Director of Security for the USOPC  
Jill Nicholson, Associate Registrar, Texas, Rocky Mountain District  
Larry Johnson, former USA Hockey District Director, Michigan  
Cole Jorgenson, brother of Amber Rayfield, USA Hockey, Director, Human Resources  
Sandy Ronning Grillo, mother of Roger Grillo, former USA Hockey Player Development Manager  
Cathy Meldrum, mother of Nick Meldrum, Team USA World Jr. Staff  
Ray Shero, Senior Advisor, Minnesota Wild, Associate GM of the 2014 U.S. Olympic Men's Hockey Team  
Eleanor Murphy, mother of Brian Murphy, a former NHL official, member of the US Hockey Hall of Fame  
Don Mulder, Wisconsin Hockey Hall of Fame, former USA Hockey Vice President, Adult Council  
Lisa Brown-Miller, a gold medalist with the 1998 U.S. women's hockey team  
Ronald MacMillan, father of Mike MacMillan, USA Hockey Board of Directors and Coaching Section Director  
Jordan Solomon, Alumnus of the Officiating Development Program.  
Marilyn Porter, Great Aunt of Elizabeth Cohen, USA Hockey, Manager, Youth Hockey.  
Lee Williams, mother-in-law of Dan Brennan, USA Hockey, Director, Para National Hockey Teams, and grandmother of Josh Holmes, Director, Adult Hockey  
David Bakke, youth coach with Armstrong Hockey, former VP of MN Hockey  
Lloyd Ney, Jr., father of Lloyd Ney, Board Member of USHL  
Anita Flood, mother-in-law of Scott Zelkin, USA Hockey, Director, Advanced Officiating Development

### **APPROVAL OF THE MINUTES**

Joe Eppolito moved to approve January 19, 2025 Winter Meeting minutes (Doug Kephart 2<sup>nd</sup>). The Winter Meeting minutes were approved.

### **PRESIDENTS REPORT**

Mike thanked everyone for their commitment to USA Hockey and the sport. He expressed his privilege in representing the organization as President and highlighted the remarkable growth of hockey in the United States over the past year, emphasizing its expansion in numbers, heart, character, and impact across different levels, from local to international arenas.

Mike expresses gratitude to Madison MacFarlane, Taryn Cass, Emily McGuire, Talli Brech, and the staff for their crucial roles in planning and executing recent events. He emphasized that such efforts require

teamwork and time to be successful. Additionally, Mike acknowledged and thanked the Denver Marriott's management and employees for hosting.

Mike expressed his gratitude to the Board of Directors, the Executive Director Pat Kelleher, and the National Staff for their hard work and support in advancing USA Hockey. He commended the Board's leadership and vision, acknowledging the valuable input from its members during meetings. Mike also recognized outgoing Board members, including Athlete Directors Andy Yohe and Jen Lee, and Directors At-Large Cheri Bonawitz and Mike MacMillan, for their service. Additionally, Mike recognized the retirement of Mike Shapey, the longest-serving Referee in Chief, after 35 years.

The Membership Report shows a record growth in participation, with over 676,000 registered players, coaches, and officials nationwide. Female participation is nearing the milestone of 100,000, currently at over 98,000. The Long-Term Athlete Development Model is showing positive results, reinforcing the belief that "Hockey is for Everyone." The focus is on retention to encourage players to remain engaged in the sport throughout their lives.

The successes of United States national teams over the past year include notable achievements such as gold medals at the Women's World Championships, back-to-back championships at the World Juniors, the Men's World Championship victory and the Sled Team's decisive win over Canada in the International Para World Championship. The Women's and Men's U18 teams earned silver and bronze medals, respectively, showcasing the future of American hockey. Additionally, three American officials recently participated in the Men's World Championship Bronze Medal game.

Mike expressed gratitude to the NHL for their partnership, highlighting the 4 Nations Faceoff contribution to recognition of the sport. Mike also highlighted the success of timing the 4 Nations Faceoff with Try Hockey for Free events and the sled series with Canada, which further promoted the sport.

Mike emphasized that while volunteers may not directly receive credit for the victories at World Championships, they play a crucial role in inspiring players, coaches, and officials at the grassroots level. This inspiration fosters a love for the game, which is essential for success. The accomplishments achieved are evidence of the effectiveness of the development model and the investment in grassroots hockey, long-term athlete development, and coach and official training. However, despite these successes, the commitment to the mission remains ongoing and requires continued effort. We must continue to grow, develop, confront new challenges, and take risks with the same intensity we ask of our players.

Mike emphasized the importance of advancing our programs through the USA Hockey Development League. While there are challenges and uncertainty that come with new ventures, Mike encouraged positive intent and an open mind to make progress. Reflecting on the early days of the National Team Development Program demonstrates the perseverance and collective effort that led to its success.

Financially, we remain strong. Thanks to our partnerships, revenue generation, and the responsible stewardship of our finance group, as evidenced in the budget presentations, we continue to invest in all our programs—ensuring long-term sustainability.

Mike stressed the importance of officials and coaches in USA Hockey, highlighting efforts to enhance training and protections for officials, as well as a zero-tolerance policy for abuse. Mike also mentioned the expansion of the coaching education program to provide modern tools for coaches, focusing on developing players both as athletes and individuals, promoting values and mutual respect in locker rooms, rather than measuring success only by wins.

Mike emphasized the responsibilities that come with leadership, particularly in making challenging decisions that impact individuals and the broader sport, and the importance of transparency, integrity, and mutual support in effective leadership. Without courageous leadership rooted in principles and a commitment to players, families, and communities, progress cannot be achieved. Mike thanked everyone not just for the decisions you've made, but for the integrity with which you've made them. Mike reminded everyone that none of us is in this alone. This work, this mission—it's bigger than any one voice. We need to lean on each other, support each other, and challenge each other with mutual respect and a shared purpose – a Team within the Team.

### **EXECUTIVE DIRECTORS REPORT**

Executive Director Pat Kelleher opened with the guiding principles from the stories shared last night. There was inspiration, laughter, and some tears. Thanks to our leadership, everyone collaborates well, including the staff, volunteers, Board of Directors, partners, NHL, teammates, and stakeholders. Pat acknowledged our Event Staff who have worked so hard to put on this Annual Meeting: Tony Driscoll, Madison MacFarlane, Taryn Cass, Nicole Seip and Talli Brech. They have been traveling since early March, leading directly into the Annual Meeting.

In this historic year, we achieved four gold medals and a silver for the U18 Women and bronze for the U18 Men. This all connects back to the organization's goals and will be crucial for the upcoming years. Our goals start with growing paid membership and increasing non-member revenue by \$1,000,000 by the 2025-26 season. We aim to position ourselves to win gold medals at every world championship, create and manage a budget that maintains or exceeds an annual surplus of up to 4%, and enhance the safety of our sport. We are dedicated to these objectives every day, as we believe that growing the game requires more than the efforts of just one individual. Although we continue to expand, we face a shifting landscape and structure in the United States. We have a voice in moving forward and tackling challenges head-on. Over the past year, we have hosted several events and recognize that we need to enhance our approach to ensure their financial success.

We will host the World Junior Championship this December, with the eyes of the hockey world on us. Organizing this event involves significant effort, and we have a strong partnership with our friends in Minnesota. Immediately following the World Juniors, we will prepare for the 2026 Olympics and Paralympics, along with the World Championships for Women, Men, and Sled teams. Our goal is to finish with gold medals in all of these events.

Our teams are positioned for success, and our leadership believes in the abilities of the teams and the support we receive from everyone involved. Strategic planning will be a major focus in the coming year, as we aim to grow the game, host the World Juniors, and prepare for the Olympics and Paralympics, alongside a significant project in Plymouth, Michigan to revamp our 30-year-old USA Hockey arena.

We are committed to keeping people engaged in the sport and will continue to move forward. On behalf of our staff, we look forward to a great year ahead. Thank you.

### **FOUNDATION REPORT**

Paul George reported on the USA Hockey Foundation and started with this year's audit report, which turned out excellent. We have \$20M in investments in the endowment and \$25M in property. There is significant growth in the Foundation. The income is robust this year, \$1M more than the previous year. The help from the NHL, with their substantial contributions, has been beneficial. The Foundation manages several initiatives, including operating the building in Michigan, and we have a grant committee with \$251,000 allocated for block grants, along with several large grants for the disabled hockey program. The investment portfolio has increased by 5.6% this year. Our current portfolio

consists of 60% stock and 35% bonds, aligning with our long-term investment policy. The current markets show international stocks up by 16.9%, and we have stayed away from some domestic stocks that are underperforming. Diversity remains important in a portfolio.

Paul reported that the USA Hockey Arena Capital Campaign is critical as the arena is in need of upgrades, including the replacement of two ice sheets. The process on the first sheet is scheduled to begin in April 2026, with other improvements such as scoreboards also planned. The campaign is progressing well but could benefit from additional contributions. Once all is finished, the total cost of the project will likely be around \$4-5 million. Additionally, there is a 5-acre parcel of land that we hope to sell, which would add approximately \$1.5 million to the campaign. Thanks to the Investment Committee, we have a strong team.

### **TREASURERS REPORT**

Donna Guariglia provided the current financial review for USA Hockey. We've had a great year, and this meeting has been upbeat and productive. The current financial report shows a 3% surplus, with revenue of \$9M and \$4.5M from the membership fee increase. We are also adding expenses for the Olympics, IT roadmap, strategic initiatives, and reserve funds.

The income statement summary for Fiscal Year 22 through Fiscal Year 26 anticipates a surplus every year. Revenue sources include 57.69% from registration, 17.73% from grants, 15.86% from events, and 5.78% from corporate sponsors. The top three expenditures are Membership Services, International, and Marketing. We are performing well and exceeding projections, mainly due to \$2.4M in Employee Retention Credit grant money. The Fiscal Year 26 budget for the NHL Grant is \$11M, distributed as \$575,000 for Officiating, \$1.7M for International, \$4.8M for NTDP, \$1.4M for Membership development, and \$2.3M for ADM. We thank Bill Daly for his assistance with the NHL Grant for FY 26.

Glenn Hefferan moved to approve the 2025-26 Budget, seconded by Doug Kephart. The motion passed with no opposition.

### **AUDIT REPORT**

John Tobin reported on the Audit Committee's responsibilities; they oversee the management of the independent auditors and the audits of USA Hockey and the USA Hockey Foundation. Jill Goodwin, a principal at Waugh and Goodwin, and the Audit Committee, discussed last year's audit, staffing, and other related topics. At the conclusion of the meeting, the Audit Committee decided to continue working with Jill Goodwin and her firm for next year's fiscal audit.

### **COUNCIL & COMMITTEE REPORTS**

Donna Kaufman reported on the date change for "Try Hockey for Free." It usually takes place in November and will now be on September 13th, right after welcome back week.

### **LEGISLATIVE PROPOSALS**

Donna Kaufman took the chair to oversee the legislative proposal process. Thank you to everyone who submitted a proposal, as well as all the Councils, Committees and Sections that worked on the proposals and are offering amendments for consideration. Once amendments are voted on the proposals will be uploaded to the USA Hockey website by September 1st, so the Congress can review them for the upcoming final vote at the Winter meeting.

Donna explained that proposals can be withdrawn by the submitter or amended by a vote of the Congress. Some proposals have been withdrawn, and these would affect Disabled Proposals numbered 1, 3, 4, 8 and 12 and High School Proposals 1 and 2.

Registrars Proposal 11 was voted on and approved by the Board of Directors and concerns the 2025-26 season eligibility of players from Ukraine, Belarus, and Russia. The Board of Directors has approved, and John Coleman moved to ratify the proposal (2<sup>nd</sup> by Dave Margenau); Registrars Proposal 11 was ratified by the Congress.

There are several Proposals before us that have had no amendments submitted in advance. These are: Audit 1; Officials 2, 3, 5, 6 and 7; Ethics 1, 2 and 3; Disabled 2, 6, 11 and 16; Governance 1, 3, 5 and 6; Legal 1, 3, 5, 6, 7 and 8; Youth 1; Tournament Guidebook 1; Registrars 5, 8 and 10; and Finance 1, 2, 3, 4 and 5. Donna asked the Congress whether they would propose any amendments to those proposals. With no amendments offered, they will move forward as written for consideration at the Winter Meeting.

Donna advised that we will consider amendments to other proposals in blocks, i.e., officials, ethics, etc. If a Congress member wishes to pull out a proposal for separate consideration, they can make that request when the proposed amendment is brought to the table.

For Officials 1, the proposal is to create a national review panel for abuse of officials penalties and hearings under Playing Rule 601.e. 1. An amendment was proposed to separate the investigation and hearing responsibilities. Kevin Suoja moved to approve the amendment (2<sup>nd</sup> by Sarah Fraser). Ken Reinhard made a motion to amend the amendment to add five Coaches-in-Chief to the hearing panelists (2<sup>nd</sup> by Cheri Bonawitz). The amendment was approved. There was no further discussion on the amendment as amended, and the full amendment was approved.

Officials 4 updates Officiating Education requirements. Gene Palecco made a motion to approve the amendment to insert a Note to the proposal (2<sup>nd</sup> by Alex Morrison). The amendment was approved.

For Affiliate Presidents 1, Fran Finco made a motion to amend to change the proposed national residency rules and definitions for Tier II and recreational hockey programs (2<sup>nd</sup> by Gene Palecco). The amendment was approved.

Amendments to Disabled Proposals 7, 13, 14, 15, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 26 were offered as a block. Maureen Thompson-Siegel made a motion to approve all of the amendments proposed (2<sup>nd</sup> by Ted Skinner). All proposed amendments were approved.

Kris Knauss made a motion to approve proposed amendments to Governance 2 and 4 as a block (2<sup>nd</sup> by Dwayne Dillinger). The amendments were approved.

Donna Guariglia moved to approve the amendments to Legal proposals 2 and 4 as a block (2<sup>nd</sup> by Bob Joyce). The amendments were approved.

Cheri Bonawitz made a motion to approve amendments to SPEC proposals 1 and 2 (2<sup>nd</sup> by Mike McCullough) The amendments were approved.

John Coleman moved to approve proposed amendments to Nationals Development League proposals 1, 2, 3, 4, 5 and 6 (2<sup>nd</sup> by Joe Baudo). The amendments were approved. In discussion of the Development League proposals, Gene Palecco indicated that our success in winning international medals suggests we are not doing anything wrong with development. Keith Barrett reminded everyone that the National

Development League planning is still under construction and recommended having more meetings and discussion before the Winter meeting.

For Tournament Guidebook proposal 1, Joe Baudo made a motion to approve the amendment (2<sup>nd</sup> by Kevin Universal). The amendment was approved.

Mike McCullough made a motion to approve the amendments to Registrars 1, 2, 3, 4(a), 4(b), 6, 7 and 9 as a block (2<sup>nd</sup> by Joe Eppilito). The amendments were approved.

Sarah Fraser made a motion to amend Playing Rules proposal 1 (2<sup>nd</sup> by John Karolcik). The amendment was approved.

Donna Kaufman reiterated that all amendments will be posted and sent out by September 1st to allow for review and to determine what you want to vote on in January at the Winter meeting. Donna closed by thanking the Congress for all of their work to progress through these proposals.

### ELECTIONS

John Tobin will conduct the elections. On May 15th, a notice was sent to Congress with the nominations, which he will reference.

There are two candidates for Vice President of International: the current officeholder, Dwayne Dillinger, and Kris Knauss. Both candidates delivered a brief presentation before the election. Following electronic voting, Kris Knauss was elected as Vice President of International Council for a three-year term.

Don Gould, the incumbent, is running unopposed for Vice President of Girls Council. John Tobin made a motion to elect Don by acclamation (2<sup>nd</sup> by Joe Eppilito). Don Gould was elected as the Vice President of Girls Council for a three-year term.

TC Lewis is the incumbent, running unopposed for Vice President of Junior Council. John Tobin made a motion to elect TC by acclamation (2<sup>nd</sup> by Glenn Hefferan). TC Lewis was elected as the Vice President of Junior Council for a three-year term.

Sarah Fraser is the incumbent, running unopposed for Representative-at-Large. John Tobin made a motion to elect Sarah by acclamation (2<sup>nd</sup> by Cheri Bonawitz). Sarah Fraser was elected as Representative At-Large for a three-year term..

There are two positions open for Director-at-Large to the Board of Directors, with three candidates: George Atkinson, Mike McCullough and Shawn Spencer. Voting was done electronically. Following the first ballot no candidate received a majority, and Shawn Spencer was removed for the second ballot between George Atkinson and Mike McCullough. George Atkinson received a majority in the second ballot and was elected to a three-year term. Mike McCullough and Shawn Spencer were on the ballot for the second position Mike McCullough received a majority and was elected to the second position.

John Tobin announced that the Coaches Section has nominated Mike MacMillan to be the Coaches Sections representative. John moved to elect Mike by acclamation (2<sup>nd</sup> by Kris Knauss). Mike MacMillan was elected as the Coaches Section representative.

The Registrars Section has nominated Mike McCoullough to be the Section Director; John moved to elect Mike by acclamation (2<sup>nd</sup> by Keith Kenitzer). Mike McCullough was elected to a three-year term.

John announced that Ryan Bedford was reelected by the Board as the Independent Director to the Board and Congress.

Taylor Lipsett reported on the Athletes election, which reelected Kevin McKee to the Board and elected Lyndsey Fry and Al Montoya to the Board of Directors. Taylor advised that the Athletes re-elected Richard Park to the Congress and Pam Dryer and David Leggio were newly elected to the Congress.

The Affiliate Presidents elected Eric Guzdek as the Affiliate President Director.

John Tobin announced that with Kris Knauss' election to the International Vice President position, there must be an election to fill the one year remaining in his term as a Director at Large on the Board of Directors. John Tobin recognized Joe Baudo for a nomination of Mark Lamarr (2<sup>nd</sup> by Joe Eppolito). John recognized Fran Finco with the nomination of Shawn Spencer (2<sup>nd</sup> by Pat Culiberk). After an electronic vote, Shawn Spencer was elected as a Director at Large for a one-year term.

#### **OLD BUSINESS**

None reported.

#### **NEW BUSINESS**

None reported

#### **ANNOUNCEMENTS**

Pat Kelleher announced the following meetings scheduled:

2026 Winter Meeting will be January 15-18 at the Renaissance Hotel -Nashville

2026 Annual Meeting will be June 3-6 at the Denver Marriott Tech Center

Pat also recognized Christine Meyer for her election into the Mass Hockey Hall of Fame.

#### **AWARDS**

Mike Trimboli honored the following individuals who were presented with the President's Award for their contributions to USA Hockey: David Polk, Wayne Jones, Andy Yohe, Don Gould, and Mike MacMillan

#### **ADJOURNMENT**

In closing, Mike asked the Board of the Directors to stay for the Board of Director meeting immediately following the Congress meeting. Kevin Suoja moved to adjourn (Jeremy Reed 2<sup>nd</sup>). The meeting was adjourned.