



USA Hockey Board of Directors Meeting October 11, 2023

Attendance

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

Absent: Julie Chu, Jenny Potter.

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

Call to Order

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

Conflict of Interest Disclosures

None.

Minutes

Motion to approve the September 11, 2023 Board of Director minutes was made by Joe Eppolito and seconded by Cheri Bonawitz. The minutes were approved with an abstention from John Tobin.

President's Report

Mike Trimboli advised of the recent IIHF Meetings and will be reporting on them later in the agenda. The next Board meeting will be held in-person in Colorado Springs in early November and information will be distributed relative to timelines as it gets closer. Mike advised the Board that the method of distribution of materials from the Board meetings comes from he and Pat through the Marapost system rather than having them distributed separately by individual board members. Minutes and Council reports, with the exception of the Legal Council report, are sent to the 330 members of the USA Hockey family which includes Congress members, Councils, Committees, Sections, the Directors Emeritus and Affiliate Presidents. The next Affiliate Presidents' Meeting will be held in Las Vegas on October 20-21. Mike, Pat, John Vanbiesbrouck and Donna Guariglia traveled to New York City in late September for preliminary meetings with the NHL regarding funding. Craig Leipold, owner of the Minnesota Wild, who also sits on the USA Hockey Foundation Board, also attended the meetings in support of our efforts. Mike congratulated the USA Hockey Sled Team on their back-to-back International Para Hockey Cup championships in Czechia.





Executive Director's Report

Pat Kelleher advised of the Board about the timing and schedule of the November meetings in Colorado Springs and Winter Meeting in Orlando, with more information coming out soon. We are also evaluating potential meeting locations for future Winter Meetings beginning in 2025. Pat reported that he will be traveling to the upcoming Affiliate Presidents' Meeting. Pat recently attended the U.S. Center for SafeSport Summit, along with Casey Jorgensen and the USA Hockey Safe Sport team. There is still work to be done with the Center for SafeSport, but there was optimism during the meetings of moving toward a more collaborative approach. In preparation for the November in-person Board Meeting, as a thank you, Penny will be distributing a thank you gift card to board members.

Treasurer's Report

Donna Guariglia noted that financials are not in this report since USA Hockey is the middle of an audit. USA Hockey had budgeted for a \$924,000 surplus and will be around \$1.2 million. USA Hockey is in solid financial shape. A full written report will be distributed in November.

Diversity, Equity and Inclusion Report

Donna Guariglia referenced the posted DEI report. Donna Kaufman made a motion to accept the Diversity, Legal, Youth, Girls, Junior, Adult, International, Membership and any other submitted written reports as submitted. Dwayne Dillinger seconded. Reports were accepted.

Legal Council Report

John Tobin reported that the Minnesota appeal has been decided by the National Appeals Committee and will be distributed. John assigned a panel from the National Appeals Committee to decide the appeal of the suspension of Randy Kanai. There should be a decision in the next 10 days to 2 weeks.

Strategic Plan

Pat Kelleher noted that Senior Staff will be meeting in Colorado Springs next week. The Strategic Plan will be discussed at that time. In February, requests for updates to plans will be distributed to departments and their councils, committees, and sections.

International Council Report

Mike Trimboli reported on the IIHF Meeting in Portugal. Pat Kelleher, John Vanbiesbrouck and Dwayne Dillinger also attended the meeting. There were great round table discussions on specific topics. Dwayne added that one item brought up in the IIHF Meeting was that 90% of the revenue at the IIHF comes from the Men's World Championships in the upper divisions with USA Hockey, Canada, Sweden, and Finland. There was also a lot of discussion regarding insurance for the Olympics. The goal is that the NHL would return to the Olympics, but the insurance stipends from the International Olympic Committee and IIHF is not currently enough to insure most player contracts. USA Hockey continues to be a leader in terms of Coaching Education and Player Development. Mike Trimboli reported that USA Hockey secured the





2025 U18 Men's World Championship and continues to work with the IIHF and the NHL to bring the men's U18's to the US on a more regular and consistent basis.

Old Business

Mike asked if there was any old business other than the IT Subcommittee report. Don Gould recognized that Geoff Pashkowski, a Congress representative from the Rocky Mountain District, stepped away from his volunteer duties. Geoff was a long-time contributing member who was passionate and thoughtful in his area.

Mike Trimboli thanked the IT Subcommittee for their continued hard work.

Don Gould provided an overview of the IT Subcommittee's work and recommendations. Don reported that the subcommittee continues to meet weekly at least. The subcommittee's work ranges from identifying ongoing operational priorities to long-term planning, to improvement of the platform and support network. The subcommittee is taking actions to better support networking and operations with the creation of a guidepost document that will assist with triaging requests for changes or projects from IT. Approximately 50% of USA Hockey's network components, primarily software, will need to be replaced. There continues to be limited staff, but a job was posted that ties to the guidepost where the staff member will be a bridge between the department heads, the department business requirements and IT. Don also noted that the IT budget is significantly lower than it should be given the size of USA Hockey. Don answered questions from board members about software-as-a-service (SAAS) products currently used by USA Hockey, USA Hockey's current investment in IT, and how fast things change in technology.

Don reported on and described the four principles outlined in the IT Subcommittee Report for approval. The first principle is the proposed framework to go about solving the issues and does not involve a financial tie. Joe Eppolito moved to approve the first principle, seconded by John Tobin. The first principle is approved.

The second principle is the enlisting of a consulting partner to work with the staff to create a roadmap; there is a cost associated with engaging this consulting partner but it is not known at this time. The consulting partner would also help with creation of an RFP for implementation of work on our identified needs. Dwayne Dillinger made a motion to approve moving forward with engaging a consulting partner, with any costs associated therewith to be brought back to the board for subsequent approval; seconded by Cheri Bonawitz. The motion carried.

The third principle is to approve the use of Employee Retention Credit funds to pay the costs of the significant IT projects that will be needed to implement the changes we need. There is no request for approval at this time, but to recognize that the Employee Retention Credits are a potential source of funds that may be looked at to provide funding for the changes.

The fourth principle is to approve the addition of an unbudgeted full-time equivalent staff or contractor as need is determined within the operation of USA Hockey's IT Department. Kelly Mahnke added that a long-term employee in IT recently retired. Two positions in the IT Department have already been restructured but have not been filled yet. Those two positions are budgeted for. Donna Kaufman made a





1775 Bob Johnson Drive | Colorado Springs, CO 80906-4090
phone 719.576.8724 | fax 719.538.1160 | email usah@usahockey.org

motion to approve the addition of two full-time equivalent staff persons or contractors in IT as need is determined. Seconded by Steve Oleheiser. The motion was approved.

New Business

None.

Executive Session

Mike Trimboli asked for a motion to move into executive session of the board. John Tobin seconded the motion and the motion was approved. The staff members left the meeting.

Following the executive session, Mike announced that the Board of Directors approved the recommendations of the Compensation Committee relative to the Executive Director's contract.

Adjournment

Donna Kaufman made the Motion to Adjourn (2nd by Kris Knauss). The meeting adjourned.



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

