



USA Hockey Board of Directors Meeting June 3, 2025

Attendance

Present: Mike Trimboli, Keith Barrett, Ryan Bedford, Cheri Bonawitz, Caitlin Cahow, Julie Chu, Tom Cline, Bill Daly, Dwayne Dillinger, Don Gould, Donna Guariglia, Bob Joyce, Donna Kaufman, Kris Knauss, TC Lewis, Taylor Lipsett, Mike MacMillan, Kevin McKee, Steve Oleheiser and John Tobin.

Absent: Declan Farmer, Noah Grove, Jen Lee and Andy Yohe.

Staff Members: Pat Kelleher, Ted Devine, Tony Driscoll, Casey Jorgensen, Kelly Mahncke, Bob Mancini, Scott Monaghan, Tami Tranter, and John Vanbiesbrouck.

Call to Order

Mike Trimboli called the meeting to order at 3:02 pm mountain time.

Conflict of Interests

None.

Approval of Minutes

Keith Barrett made a motion to approve the May 12, 2025 minutes (2nd Donna Kaufman). Minutes were approved.

President's Report

Mike Trimboli congratulated the Men's and Sled teams on their gold medals at their respective World Championships, as well as Declan Farmer for being named MVP. Mike noted that it was the first time a nation has won gold in all of the top-level events in a single year, with the season ending with four gold medals, one silver, and a bronze. He also thanked everyone including all volunteers for their grassroots efforts, which contributed to the season's success. Mike attended the IIHF meetings in Sweden and briefly recapped his meetings with the IIHF and the Americas group. He additionally spent time meeting with the Board Chair of Hockey Canada, Jonathan Goldbloom. Mike noted that after spending time with players at our events he particularly noted the focus of the players at that level. Mike also mentioned that the U.S. had four officials assigned to the IIHF Men's World Championships, with three of them being assigned to the bronze medal game. Mike noted that meetings are ongoing regarding the formation and structure for the Development League, with more information and discussion coming this week.

Executive Director's Report

Pat Kelleher opened his report with a season recap and showed a slide that highlighted how successful the season was at all World Championship events. He reviewed the organizational goals and discussed the current progress. In the 2024-25 season, membership grew to over 676,000 members. With membership, Ted Devine is bringing a new approach to help us grow in areas where we have not. The NTDP continues to recruit and develop the best players in the country, despite changes across Juniors and the NCAA. The





USHL has also done a great job in making advances in the new environment. Pat mentioned the IT updates showing that we are getting better and making advances with our systems. This year we hosted both the Men's U18s and Sled Worlds. Both were very well run but both faced some challenges, with Sled Worlds projecting a \$500,000 loss and U18s around a \$1 million loss due largely to in-market competition in Dallas.

Pat stated that the focus now will be on revamping the strategic plan, continuing to grow the game, adapting to environmental changes, and preparing for upcoming international events. The 2026 World Junior Championships will be held in Minnesota in December/January. Right after, the World Juniors will be followed by the Olympic and Paralympic Games in Milan, where we are very well-positioned from an on-ice perspective, and the Foundation's work on donor, family, and volunteer matters for the Games. Pat also mentioned upcoming projects at the Arena, with renovations starting in April. There was a discussion about the goal of hosting future U18 and World Junior tournaments and what parts of this season's planning worked well or didn't, especially with partners. John Vanbiesbrouck explained that the U18s is the last major tournament before the NHL draft, and highlighted the number of players USA Hockey has sent to the NHL and the success in growing the game. Discussion included whether the event should be held in NHL partner arenas or in USA Hockey's arena. Julie Chu asked for clarification about the relationship and partnership internationally and with the IIHF, leading to a discussion about existing challenges and Mike's current support level to be a Council member, which would benefit the relationship. Pat closed with an update on the Arena project and signed contract to begin replacing the ice plants beginning next April.

Election Update/Overview

John Tobin gave an update on the candidates for the elections scheduled during Annual Meeting. The International Vice President has two candidates: Dwayne Dillinger and Kris Knauss. For the Girls' VP, there is one incumbent, Don Gould, and the Juniors' incumbent is T.C. Lewis. Sarah Fraser, the Representative-at-Large to Congress, is also the incumbent. There are three candidates for the two Director-at-Large seats on the Board: George Atkinson, Mike McCullough, and Shawn Spencer. Announcements will be made for the Coaches and Registrars Sections, and Athlete elections. John moved for incumbent Ryan Bedford to be elected by acclamation as the Independent Director (2nd Donna Kaufman). Election was approved.

Treasurer's Report

Donna Guariglia reported that as of April, net income was \$14 million, exceeding budget projections by \$3.3 million. Total revenue is \$1.6 million more than budgeted year-to-date. Total expenses are \$1 million under budget, resulting in a favorable variance. Total revenue through April is \$50 million, reflecting a positive 3.5 year-to-date variance due to ERC grant funds. Grant revenue is under budget by \$820,000, primarily due to the College Hockey, Inc. grant. The NHL now directly sends pass-through revenue and expenses to College Hockey, Inc. Event revenue is higher due to the Four Nations face-off. We received an additional \$50,000 from the NHL for this event. Event revenue from the Women's Rivalry Series exceeded budget projections by \$65,000. On the expenses, year-to-date expenses are \$1.6 million below budget. Operating expenses are \$500,000 under budget, mainly due to timing of variances. Advertising and promotional expenses show a temporary variance related to the timing of purchases, which are expected to align with the budget. Equipment minor purchases are over budget by \$180,000, primarily in international. Ice-time rental expenses are under budget, mostly in adult tournaments and disabled hockey events, with some timing issues. The insurance budget will even out but will still be over





budget. The variance is due to better Excess GL coverage. Postage expenses are a timing issue related to the magazine, and these will balance out. Uniform expenses are under budget by \$180,000, which is a timing issue. Traveling expenses are \$710,000 under budget; domestic flights have been lower than last year's same period, and many are managing travel expenses more effectively. Regarding international projections, winning the men's championships is expected to significantly boost revenue. We also have two additional sled events — the Series with Canada that was part of the Four Nations Face-Off and the Women's Sled Worlds — that were unknown when the budgets were finalized. A men's Olympic camp is scheduled for August, and we are working to have this covered by the USOPC. Marketing and events sponsorship revenue continues to improve, closing potential gaps. The budget for the IPC Sled World Championships remains challenging. While a loss was expected, it may exceed projections depending on ticket sales and revenue. Efforts are ongoing to balance world-class event execution with financial responsibility. We budgeted just under \$500,000 in revenue for this event, which will be difficult to meet but expenses are being managed carefully. Ticket sales for the men's U18s faced challenges; Donna stated that the budget anticipated \$1.9 million in revenue and a \$160,000 loss for the event. There is likely to be a \$1 million loss, and we are aiming to reduce it. Additionally, tariffs are expected to increase costs for equipment by up to 25% for sticks, pucks, and gear made in Canada, China, and Mexico. Kelly Mahncke provided clarification on how the projections are calculated based on how things change throughout the season, with some discussion following. Mike and Pat clarified which money went to athletes from the USOPC and what came from the IIHF following the various championships.

Donna continued by reviewing the budget for the upcoming fiscal year. There was discussion about the level of engagement for the finance and budget calls outside of the Board and Congress meetings. The expected revenue for the upcoming fiscal year includes \$9 million from World Juniors and \$4 million from the fee increase. Donna discussed the upcoming expenses related to an Olympic and Paralympic year, as well as the IT roadmap. Currently, the plan is to pay off the arena bond and establish a reserve fund of \$250,000. Kelly clarified that the bond payoff occurs when a portion of the World Junior revenue is transferred to the Foundation and explained its location in the budget. There was additional discussion on the plan and rationale for paying off the bond with this revenue.

Old Business

Casey Jorgensen detailed the action item on the legislation regarding Ukrainian, Belarusian and Russian athletes seeking asylum and their eligibility within USA Hockey. Keith Barrett moved to approve a continuation of the existing rule exemption (2nd Tom Cline). Motion passed with unanimous consent and will be subject to ratification at the Congress meeting.

New Business

None.

Adjournment

TC Lewis moved to adjourn the meeting (2nd Bob Joyce). Meeting adjourned.

