



USA Hockey Board of Directors Meeting June 5, 2024

Attendance

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

Absent: Brian Gionta, Jenny Potter.

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

Call to Order

Mike Trimboli called the meeting to order at 8:00 AM.

Conflict of Interests

None.

USA Hockey Foundation & Arena Report

Tami Tranter presented on the fundraising campaign to support the USA Hockey Arena. John Vanbiesbrouck described the approach to seeking support from NHL players. Scott Monaghan discussed capital projects that USA Hockey anticipates working on over the next year. Tami also described additional fundraising initiatives, including those in WAHA.

Election Update/Overview

Mike Trimboli described the elections of USA Hockey representatives to the USA Hockey Foundation. The President and Treasurer of USA Hockey serve *ex-officio* on the Foundation Board based on their position with USA Hockey; so if Mike is elected as USA Hockey President he would also serve as the Foundation President. Other positions up for election as USA Hockey representatives on the Foundation Board are not required to be members of the USA Hockey Board or Congress. There are two positions open this year and the Foundation's Nominating Committee has nominated Keith Barrett and Lane McDonald for the two open positions, with the elections to occur after Saturday's Congress meeting.

John Tobin described the upcoming USA Hockey election positions and candidates as follows:

President – Mike Trimboli (uncontested);

Vice President, Youth Council – Keith Barrett (uncontested);

Vice President, Adult Council – Tom Cline (uncontested);

Director At-Large, Board – George Atkinson and Bob Joyce;





Representative At-Large, Congress – Dave Margenau (uncontested);
Officials Section Representative, with the nomination to be made by the Official’s Section;
Representative Emeritus - Gordon Bowman.

In addition, the results of the recent athlete elections will be announced at the Saturday Congress meeting. Julie Chu reported that Caitlin Cahow and Noah Grove were elected as Athlete Directors to the Board and will also serve as Athlete Representatives to the Congress. Jenny Potter, Lyndsey Fry, Shelley Looney, Chris Clark, Natt Herr and Bobby Butler were elected as Athlete Representatives to the Congress.

Legal Council Report

Casey Jorgensen reported on concerns of the Safe Sport program regarding the continued increasing volume of reports and investigations. The original structure of the program and handling of investigations may not be workable in the future. USA Hockey has instituted a case management system that tracks the current cases. Over the last three years, the number of Center cases and USA Hockey’s financial contribution to the Center has continued to rise. In the first quarter of this year there were 459 cases while last year there were 378 cases in the first quarter. The reports handled by our Affiliates has also continued to increase with a significant amount of work placed on the Safe Sport Coordinator volunteers. Michigan has transferred this responsibility to a staff member and Massachusetts, California and New York have engaged a private investigative firm to conduct investigations. Some Affiliates have too many open cases. Casey will also be discussing these concerns with the Affiliate Presidents.

Casey also described our work with other NGBs and the United States Congress to require changes in how the Center for SafeSport operates in its response and resolution process. A bill is being proposed that most NGBs support. The Center needs to be credible to NGBs, claimants and respondents. People must trust the process in order to continue reporting to the Center. Funding for the U.S. Center for SafeSport currently comes from the USOPC, with contributions from NGBs. The bill requests funding instead come from the federal government. The other significant proposed change is related to oversight of the Center so that NGB and Athlete representatives on the Center’s Board would be elected by their constituents.

The Center will conduct its annual audit of USA Hockey in two weeks at a district camp. USA Hockey was also audited by the USOPC this year. The USOPC audited 46 general categories and was fully compliant in 45 categories. A straightforward fix was completed in January regarding the placement of anti-doping language. Casey described another significant issue that has come up related to the Center’s new policy on billeting which would not be possible to comply with or enforce. Casey and Pat Kelleher are planning to meet with the USOPC and Center to request changes to address the problems in the new policy.

Casey also addressed USA Hockey’s obligation under the ADA to athletes with disabilities, which have come up more and more often over the past year. The obligation is on the organization providing the service to provide reasonable accommodation.

Casey also raised the current transgender eligibility policy. The USA Hockey Transgender Policy was approved in 2019. There has been discussion that the policy should be updated. The Legal Council may want to get medical input from USA Hockey’s physicians.





Casey presented the Equal Pay Policy for athletes that is required by the USOPC. John Tobin moved to approve the Equal Pay Policy (2nd Joe Eppolito). Motion approved.

Youth Council Report

Keith Barrett reported on the President's Commission on Tier 1, which includes Keith Barrett and Bob Mancini. There are two subcommittees with George Atkinson and Steve Oleheiser as the Chairs and Roger Grillo and Kristen Saegert are the staff members. Steve Oleheiser leads a subcommittee that is working on vertical integration, roster size, national championship size, the 20/10 rule, game limits, and Affiliate quotas and rules on Tier 1. George Atkinson oversees a subcommittee that is focusing on player and parent surveys, the residency rule, and the time between games.

Girls' Council Report

Don Gould reported that the Girls' Council is closely aligned with the Youth Council related to the Tier 1 Commission. The Women's Leadership Summit had 100 participants and incredible discussions. Overall, the growth of female players has been fantastic, with over 93,000 players registered. Don recognized Joe Eppolito for all his work and support for the Girls' program for many years.

Adult Council Report

Don Mulder reported on the continued increase in adult registration and positive results from meetings with the ACHA in connection with USA Hockey. Josh Holmes is meeting with adult leagues to increase registration, and all registrations are trending positively.

International Council Report

Dwayne Dillinger reported that it has been a successful season, with gold medal games in six of the seven recent tournaments. On the officiating side, there has also been success at all events. The United States hosted the Women's World Championship in Utica, which had a large amount of community support. A new "Defending the Ice" series has been released. We will be hosting two World Championships next year: the U18s (in Dallas) and the Sled Worlds (in Buffalo), as well as the 2026 IIHF World Junior Hockey Championship in Saint Paul and Minneapolis.

John Vanbiesbrouck described negotiations for the U18 contract with the IIHF and preparation for the Olympics around the corner. John described insurance coverage for Olympic and World Championship player contracts.

Membership Council Report

Donna Kaufman described how Membership is looking for a connection with Learn to Play and how to share data to transition those participants to USA Hockey. Kevin Erlenbach described the NARCE training for hockey directors.

Membership Council will begin collaborating with Affiliate Presidents on the project to bring Learn to Play to areas in the country that do not have an NHL team. Donna Kaufman thanked Steve Oleheiser for his work on this project. Players for Try Hockey for Free have increased to 16,000, an increase of 3,000 from last season. Donna Kaufman recognized Kevin Erlenbach and Katie Holmgren for their work on staff.





Junior Council Report

T.C. Lewis congratulated the Fargo Force in the USHL, the Loan Star Brahmas in the NAHL, and the Helena Bighorns in the NA3HL on their recent championships. This year there were 92 teams between NAHL and NA3HL. Some playing rules changes were made, including removing automatic game suspension from all game misconducts due to the technical capacity for penalty review. T.C. also discussed the BCHL and transfer issues.

Marketing

Tony Driscoll reported that they are in the process of replacing some sponsors who are leaving the Olympic movement, but also have several significant sponsors renewing on a multi-year basis. Tony also reported on a member satisfaction survey.

Diversity, Equity and Inclusion Report

Donna Guariglia recognized that June is Pride Month. Donna also recognized Stephanie Jackson for her hard work in building USA Hockey's DE&I program and its great expansion in our Affiliates.

U.S. Ice Rink Association Update

TC Lewis reported that arena membership is in its third consecutive year of growth and has increased by 11% this year. NARCE was moved from Buffalo to Milwaukee this year.

Future Meetings

The fall in-person Board Meeting will be in Nashville, TN from November 8th – 10th.

The 2025 Winter Meeting will be in Nashville, TN from January 16th – 19th.

The 2025 Annual Congress will be in Denver, CO from June 4th- 7th.

Old Business

None.

New Business

None.

Executive Session

Mike Trimboli moved the Board into Executive-Session, seconded by Keith Barrett.

Following the Executive Session, it was reported out that the Board of Directors approved the Compensation Committee's recommendation regarding the Executive Director's contract. John Tobin moved to approve (2nd Kris Knauss).

Adjournment

Don Mulder moved to adjourn the meeting (2nd John Tobin). Meeting adjourned.

